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# ANNUAL REPORT OF THE DIRECTOR OF CIVIL SERVICE

DECEMBER 1, 1957

NOVEMBER 30, 1958



DIVISION OF CIVIL SERVICE  
COMMONWEALTH OF MASSACHUSETTS

THOMAS J. GREEHAN, DIRECTOR



1958

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THE COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF CIVIL SERVICE AND REGISTRATION  
DIVISION OF CIVIL SERVICE

annual report of the DIRECTOR OF CIVIL SERVICE  
Dec. 1, 1957 - Nov. 30, 1958

THOMAS J. GREEHAN, Belmont

CIVIL SERVICE COMMISSION

- W. HENRY FINNEGAN, Chairman, Everett  
Term expires March 1, 1962
- JAMES H. BLOMLEY, Everett  
Term expires March 1, 1959
- DANIEL J. FINN, JR., Boston  
Term expires March 1, 1961
- MAURICE POYANT, New Bedford  
Term expires March 1, 1960
- LUCY WISNIOWSKI, Chicopee  
Term expires March 1, 1963

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LOCAL CIVIL SERVICE REPRESENTATIVES AND REGISTRATION CLERKS

\* ARLINGTON -- MARY A. FARRINGTON, Accountant's Dept., Town Hall  
\*\* ATTLEBORO -- ELOISE M. PHELAN, Assessors' Office, City Hall  
\* BEVERLY -- THOMAS H. SCANLAN, Health Dept., City Hall  
\* BILLERICA -- CHARLES PHAIR, Public Works Dept., Town Hall  
\* BRAINTREE -- HAZEL J. BROWN, Veterans' Services Dept., Town Hall  
\*\* BROCKTON -- DOROTHY M. CURTIS, City Clerk's Office, City Hall  
\* BROOKLINE -- ARTHUR A. O'SHEA, 55 Prospect Street  
\* CHELSEA -- MILDRED MASTROMARINO, City Hall  
\*\* CHICOPEE -- FRANK LONCZAK, Planning Board, City Hall  
\* EASTHAMPTON -- MARY T. BREWER, Town Hall  
\* EVERETT -- MARY C. DOWNING, City Hall  
\* FAIRHAVEN -- EDITH S. ALDEN, Dept. of Public Welfare, Town Hall  
\*\* FALL RIVER -- ATTORNEY GEORGE T. BOLGER, 227 Academy Bldg., 102 South Main St.  
\*\* FITCHBURG -- RUTH WARRELL, City Hall  
\* FRANKLIN -- ANNE CROTHERS, Assessors' Office, Town Hall  
\*\* GLOUCESTER -- ALICE FALL, Auditor's Office, City Hall  
\* HAVERHILL -- THERESA PARTAIN, City Hall  
\*\* MARGARET E. POWERS, Public Welfare Dept., 471 Main St.  
\*\* HOLYOKE -- MARY T. GRIFFIN, City Hall  
\* LAWRENCE -- MARY F. GILLEN, City Hall  
\*\* CONCETTA PEREZ, City Clerk's Office, City Hall  
\*\* LOWELL -- HAROLD F. WINN, Veterans' Benefits Dept, City Hall  
\* LYNN -- GERTRUDE E. CALLIS, City Hall  
\* MALDEN -- JOHN F. RYAN, Health Department, City Hall  
\* MARLBOROUGH -- BEATRICE L. McNAMARA, City Hall  
\*\* WILLIAM H. MURPHY, Corey Building  
\* MEDFORD -- RICHARD T. LEARY, City Hall  
\* MILTON -- M. GERTRUDE REID, Town Hall  
\*\* NEW BEDFORD -- EMMA M. MEDEIROS, Office of Registrar of Voters,  
Municipal Building  
\* NEWTON -- NORMAN J. MITCHELL, Veterans' Services Dept., City Hall  
\*\* NORTH ADAMS -- LUCILLE G. TAYLOR, Assistant Auditor, City Hall  
\* NORTHAMPTON -- JOHN P. MAHONEY, Old High School Building, 219 Main Street  
\* PEABODY -- FRANK J. GELOTT, Veterans' Services Department  
\*\* PITTSFIELD -- ROBERT U. JOHNSON, City Hall  
\* QUINCY -- GRACE L. GUINCHIGLIA, City Hall  
\* SHREWSBURY -- GRETCHEN W. BLACK, Office of the Town Manager, Town Hall  
\* SOUTH HADLEY -- ERNEST E. GUIMOND, Town Hall  
\*\* SPRINGFIELD -- VERA MacDonnell, Personnel Dept., City Hall  
\* STONEHAM -- WILLIAM L. CURRAN, Director, Veterans' Services, Town Hall  
\* TAUNTON -- EDITH M. ARNOLD, Auditor's Office, City Hall  
\*\* N. MAY CHILD, City Hall  
\* WALTHAM -- JOSEPH F. McGANN, License Commission, City Hall  
\* WESTFIELD -- JOHN J. MURPHY, Almoner, City Hall  
\* WEST SPRINGFIELD -- CHARLES H. PALMER, Public Welfare Dept., Town Hall  
\* WEYMOUTH -- ELLSWORTH OUR, Town Hall  
\* WINTHROP -- HENRY A. GILL, Town Accountant, Town Hall  
\*\* WORCESTER -- EUGENE R. GARDINER (Acting), Personnel Director, City Hall

\* Labor Registration Clerk

\*\* Official Service Representative



December 1, 1958

To the Civil Service Commission:

The 75th Anniversary of the founding of Civil Service in Massachusetts in 1884 coincides so closely with the end of the period covered by this report that the occasion ought not to pass without comment.

While Massachusetts probably had less intense difficulties at that time than the Federal and New York jurisdictions, the vicious aspects of the so called spoils system were apparent here and the need for reforms just as clear as it was to our contemporaries.

For the first 25 years of the merit system these three agencies pioneered in regulating entrance to and exit from the public service each facing and meeting separately the difficulties that stood in the way. The abysmal conditions which existed prior to civil service can be estimated by the fact that a tremendous improvement in recruitment occurred when the first competitive examinations, extremely simple by today's standards, replaced the older system. The best index of the success of the civil service system is the expansion from these three jurisdictions to over half the states and cities in this country. In this state the civil service system expanded from the State and City of Boston to over 150 municipalities with several small localities each year voluntarily voting to accept the Civil Service Law. Practically all positions other than legislative, judicial, policy making and teaching positions come within the scope of the Civil Service Law.

The principal benefits of Civil Service are four:

1. It saves the time of the executive which ~~was~~ wastefully devoted to making appointments of persons whose qualifications he did not know to positions, the requirements for which were not known to him.
2. It relieves the employee of the worry that his tenure depends on the outcome of elections.

3. It secures more competent people than are secured through any other system.

4. It reduces or eliminates "made" jobs for incompetents who cannot excel in competitive tests.

Massachusetts early made many contributions to the entire field and has since 1939 a bipartisan law designed to achieve the best method of controlling personnel transactions. All entrance to Civil Service, except to non-competitive labor jobs, must be made by way of a written competitive examination, and promotions must be similarly made by written test, competitive in all cases except where the oldest, second oldest or third oldest in service in the grade below is recommended for qualifying examination by the appointing authority. Transfers, reinstatements and leaves of absence are thoroughly regulated. Classification of positions is controlled by the Division of Civil Service in cities and towns and must be concurred in by the Division in the case of state positions.

This system, of course, is not and was not designed to be a "cure all" for all problems in public departments involving personnel. Due to the fact that we deal with civil service employees in over 2,000 departments, a situation that exists in but one or two states, many transactions are not subject to control by the central civil service agency. These deal with assignments to areas of work or shift, length of time of vacations, salary ranges or individual rates (except for 1,500 positions in local welfare departments whose salaries are met in part by Federal Grant,) sick leave, whether a position is to be temporary or permanent, the number and kinds of positions in the staffing pattern, when a job is to be requisitioned, the selection of one in three from the certified list and the rejection of employees in the probationary period.

We have experienced a further increase in work load, particularly in the number of applicants, the number of persons examined, the number

of physical examinations and the total number of employees subject to the Civil Service Law. The increase in provisional appointments is due to an increase in the number of temporary positions which persons on our eligible lists are unwilling to accept. Legislation to reduce the number of such positions is under consideration.

We have made real progress on conducting examinations in connection with the state reclassification act and in bringing our examination schedules up to date.

The Division has continued to cooperate with state and local authorities in matters of employee training, and in the development of manuals of instruction for common positions where that has been found desirable.

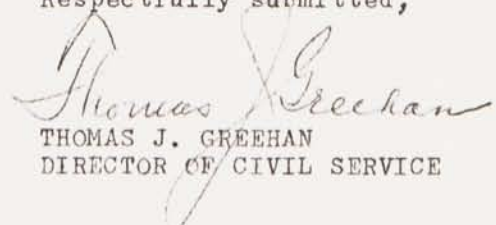
We constantly review our standards, test items, training and experience schedules, and appropriate entrance requirements. We meet quarterly with the Personnel Directors of the other five New England States in conjunction with the fiscal heads of those states.

We have worked harmoniously with both legislative and executive branches of government, particularly in the enactment of laws promoting the welfare of the civil service system.

We have received extensive coverage in the newspapers in the State in the reporting of civil service activities which has been of real assistance in recruiting. I wish to thank them for their help as well as a few radio stations which disseminate news of our work as a part of their public service program.

The staff of the Division has rendered service far beyond the call of duty in meeting the many deadlines which must be faced in keeping at top performance an up-to-date, workable and reliable system of personnel administration.

Respectfully submitted,

  
THOMAS J. GREEHAN  
DIRECTOR OF CIVIL SERVICE



## LEGISLATION

### Veteran Legislation

#### CHAPTER 69

AN ACT FURTHER DEFINING "DISABLED VETERAN" IN THE LAWS RELATING TO CIVIL SERVICE.

This legislation amends that section of the law defining "Disabled Veteran" in that it permits applicants who are in receipt of statutory awards for disability to be given preference, provided they meet all other conditions of the law pertaining to disabled veterans.

#### CHAPTER 511

AN ACT MAKING CERTAIN VETERANS OF THE KOREAN WAR ELIGIBLE TO TAKE CIVIL SERVICE EXAMINATIONS, NOTWITHSTANDING ANY AGE REQUIREMENTS.

This legislation provides that no Korean veteran who has been honorably discharged from the service of the armed forces shall be disqualified by reason of age from taking an examination under the civil service laws and rules for any particular position, if at the time of his entry into such service he was of a proper age to qualify for such examination.

This Act shall cease to be operative on January 31, 1960.

#### Legislation Affecting Chapter 31 of the General Laws

#### CHAPTER 51

AN ACT CLARIFYING THE LAW RELATING TO PROMOTIONS FROM THE LABOR SERVICE TO THE OFFICIAL SERVICE.

This legislation clarifies the law regarding promotions from the labor service to the official service of the civil service classification. In the present section 15B no reference was made as to who shall determine the next lower grades referred to in the section. All other sections of the civil service law with respect to the promotions which they describe indicate that the determination shall be made by the Director of Civil Service and this legislation sets forth that the next lower grades in this section shall be determined by the Director of Civil Service.

## CHAPTER 55

AN ACT CLARIFYING THE LAW REGARDING TRANSFERS OF PERMANENT EMPLOYEES.

This legislation changes the language of the section 16A of Chapter 31 to make it clear that an employee must have been certified and actually employed for a year under a permanent appointment before being eligible for a transfer.

## CHAPTER 529

AN ACT RELATIVE TO TEMPORARY APPOINTMENTS IN THE CLASSIFIED OFFICIAL SERVICE.

This legislation amends section 15F of Chapter 31 of the General Laws by providing that any person with permanent status who is appointed after certification in accordance with the civil service laws and rules to a temporary position in a higher grade, if there is no eligible list, may be provisionally promoted to a position in the next higher grade in the same department or division of a department. Such provisional promotion or such temporary appointment shall not be deemed to interrupt the serving of the probationary period or the period of eligibility for promotion required by this chapter in the office or position of the lower grade.

### Legislation Placing Certain Offices and Positions under Civil Service

## CHAPTER 17

AN ACT PLACING THE OFFICE OF AGENT OF THE BOARD OF HEALTH OF THE TOWN OF SOUTH HADLEY UNDER THE CIVIL SERVICE LAWS.

This legislation places under civil service the office of Agent of the Board of Health of the town of South Hadley and provides that the tenure of office of any incumbent thereof shall be unlimited subject to the civil service laws provided he passes a qualifying examination to be given by the Division of Civil Service. If he passes the examination, he shall be considered to be permanently appointed thereto without being required to serve a probationary period.

This legislation is subject to acceptance by a majority of the voters at a town meeting.

## CHAPTER 82.

AN ACT PLACING CERTAIN OFFICES AND POSITIONS IN THE TOWN OF SWAMPSCOTT UNDER THE CIVIL SERVICE LAWS AND RULES.

This legislation provides that the provisions of the civil service law shall apply to all offices and positions in the town of Swampscott which are not already classified under said



laws, including all Clerical and Custodial Employees, Employees of the School Lunch Program, the Town Accountant and the Health Agent. It further provides that the tenure of the incumbent of any such office or position shall be unlimited subject to the provisions of the civil service laws and rules provided that the incumbent on the effective date passes a qualifying examination to be given by the Division of Civil Service, if such examination is required.

This Act shall take effect upon acceptance by a majority vote of the town meeting members of the town of Swampscott at an annual or special town meeting called for the purpose.

#### CHAPTER 108

AN ACT AUTHORIZING THE PLACING OF THE OFFICE OF THE DIRECTOR OF VETERANS' SERVICES OF THE CITY OF PEABODY UNDER THE CIVIL SERVICE LAWS.

This legislation places the office of Director of Veterans' Services of the city of Peabody under the civil service laws and rules and provides that the tenure of office of the present incumbent shall be unlimited subject to the civil service law provided he passes a qualifying examination to which he shall be subjected by the Division of Civil Service.

The Act further provides that it shall be effective upon its acceptance by the Mayor and City Council of the city of Peabody.

#### Legislation Exempting Certain Positions From Civil Service

#### CHAPTER 87

AN ACT REMOVING THE OFFICE OF CITY AUDITOR OF THE CITY OF MEDFORD FROM THE CLASSIFIED CIVIL SERVICE.

This legislation removes from civil service classification the office of City Auditor of the city of Medford provided it is accepted by the voters of the city of Medford at the biennial state election to be held in the current year.

#### CHAPTER 396

AN ACT PROVIDING THAT CERTAIN SEASONAL POSITIONS IN THE DIVISION OF PUBLIC BEACHES SHALL NOT BE SUBJECT TO THE CIVIL SERVICE LAWS.

This bill removes from civil service classification the positions of Conservation Helper and Bathhouse Attendant filled on a seasonal basis in the Division of Public Beaches within the Department of Public Works.



## Other Legislation

### Chapter 64

AN ACT ESTABLISHING THE OFFICE OF COMPTROLLER IN THE TOWN OF DEDHAM.

This Act establishes the office of Comptroller in the town of Dedham and provides that such office shall not be subject to civil service laws and rules, but provides specifically that the appointment of officers, agents, assistants and employees shall be appointed and employed subject to the provisions of the civil service law.

### Chapter 311

AN ACT AUTHORIZING CITIES AND TOWNS OPERATING MUNICIPAL LIGHTING OR GAS PLANTS TO CONTRACT FOR THE TRAINING AND EMPLOYMENT OF CADET ENGINEERS.

This legislation authorizes cities and towns operating Municipal Lighting or Gas Plants to provide for the training and employment of Cadet Engineers. It specifically states that no contract for such training shall be entered into if there is a civil service eligible list from which an appointment may be made and further provides that the employment after the training period shall be in accordance with the civil service laws and rules.

### Chapter 342

AN ACT MAKING APPROPRIATIONS FOR THE FISCAL YEAR ENDING JUNE THIRTIETH, NINETEEN HUNDRED AND FIFTY-EIGHT, TO PROVIDE FOR SUPPLEMENTING CERTAIN EXISTING APPROPRIATIONS.

#### Item 4010-01

Provides that Patsy C. Bisceglia, Jr., and Paul Tarallo, the incumbents of the position of Senior Forest and Park Supervisor, Department of Natural Resources, shall be included as permanent under Chapter 31 of the General Laws.

#### Item 2924-01

Provides that Albert E. LaRosee, the incumbent of the position of Administrative Assistant, Registry of Motor Vehicles, shall be permanent under Chapter 31 of the General Laws.

### Chapter 443

AN ACT TRANSFERRING THE CONTROL AND MAINTENANCE OF THE DRAWBRIDGE OVER BROAD CANAL AT FIRST STREET IN THE CITY OF CAMBRIDGE TO THE METROPOLITAN DISTRICT COMMISSION.

This legislation provides that the Metropolitan District Commission will have control and maintenance of the Drawbridge of Broad Canal at First Street in the city of Cambridge. It further provides that all persons regularly employed in the operation of said drawbridge and the drawbridge of said Broad Canal at Third Street in the city of Cambridge on the date of

the transfer shall be transferred to the service of the Metropolitan District Commission without impairment of their civil service, retirement, or other rights, including vacation or sick leave, and at a rate of compensation equal to that paid by the commission to its employees in positions similar to the one from which the employee is transferred; provided, that in no case shall the salary of any person so transferred be reduced below the amount of his salary on the date of such transfer, and that the classification and salaries of the positions of the employees so transferred shall be established by the Division of Personnel.

#### CHAPTER 583

AN ACT AUTHORIZING THE EMPLOYMENT OF CERTAIN TEMPORARY LABORERS AND CHAUFFEURS BY THE STATE AIRPORT MANAGEMENT BOARD.

This legislation provides that Laborers and Chauffeurs employed between October 31 and April 15 to be used in connection with the removal of snow and sanding of slippery surfaces and with incidental work on the highways and airports of the Commonwealth, such employment in each case not to exceed a total of 90 days within that period and such employees shall not be used to do work performed by regular employees when available and able to perform the work satisfactorily, shall not be subject to the civil service laws and rules.

#### CHAPTER 596

AN ACT PROVIDING FOR THE CONSTRUCTION, MAINTENANCE, REPAIR AND OPERATION OF AN ADDITIONAL VEHICULAR TUNNEL BETWEEN BOSTON PROPER AND EAST BOSTON; CONFERRING UPON THE MASSACHUSETTS TURNPIKE AUTHORITY THE POWER AND DUTY TO CONSTRUCT, MAINTAIN, REPAIR AND OPERATE THE SAME; PROVIDING FOR THE FINANCING OF SUCH ADDITIONAL TUNNEL AND THE REFINANCING OF THE EXISTING TUNNEL; PROVIDING FOR THE TRANSFER TO SAID AUTHORITY OF SAID EXISTING TUNNEL; AND REPEALING CERTAIN EXISTING PROVISIONS OF LAW PERTAINING THERETO.

This legislation provides in part that when the title to the tunnel referred to therein becomes vested in the Metropolitan Turnpike Authority, all employees of the city of Boston whose work is directly related to the existing tunnel shall be transferred to and become employees of the Authority without reduction in their compensation or impairment of their vacation, holiday and sick leave rights and that the civil service laws and rules shall continue to apply to such employees and to govern promotions among those to whom they continue to apply.



CHAPTER 599

AN ACT RELATIVE TO THE ISSUANCE OF BONDS BY THE MASSACHUSETTS PORT AUTHORITY AND REPEALING THE AUTHORIZATION OF SAID AUTHORITY TO ACQUIRE THE SUMNER TUNNEL AND TO CONSTRUCT A CERTAIN ADDITIONAL VEHICULAR CROSSING.

This legislation provides that upon the control of the Mystic River Bridge, the airport properties or the port properties becoming vested in the Massachusetts Port Authority, the employees of said projects whose work is directly related to such projects shall be transferred to such Authority and shall continue to perform the same duties at a salary not less than theretofore and every employee so transferred who immediately prior to such transfer was subject to Chapter 31 of the General Laws under a permanent appointment and who has served a probationary period shall continue to serve subject to the provisions of sections 43 and 45 of said Chapter 31.

CHAPTER 613

AN ACT CHANGING THE NAME OF THE TEWKSBURY STATE HOSPITAL AND INFIRMARY TO TEWKSBURY HOSPITAL AND TRANSFERRING SAID HOSPITAL TO THE DEPARTMENT OF PUBLIC HEALTH.

This legislation provides for the transfer of the functions of the Tewksbury State Hospital and Infirmary from the State Department of Public Welfare to the State Department of Public Health.

Section 12 of this Chapter provides that the officers and employees of the Tewksbury State Hospital and Infirmary serving therein upon the effective date of this act, who are subject to the civil service laws, and all other officers and employees of the said hospital and infirmary who have attained tenure, shall continue to serve in the Tewksbury Hospital without impairment of their civil service or other rights, and such employees shall retain any step-rate increases from the minimum pay of their grade earned during their services with said hospital and infirmary, and for retirement purposes their services with said hospital and infirmary shall be deemed to be creditable service; and officers and employees of the said hospital and infirmary on said effective date shall, for the purposes of determining their period of service under the provisions of sections 9A and 9B of Chapter thirty of the General Laws be considered to have been in the service of the Tewksbury Hospital from the date of their original appointment or employment without interruption by the enactment of this Act. The employees of the subdivision of Social Service of the Division of Public Assistance in the Department of Public Welfare serving therein upon the effective date of this Act, who are subject to the civil service laws, are hereby transferred to the Department of Public Health, and shall continue to give service for the Tewksbury Hospital without impairment of their civil service or other rights, and such employees shall retain any step-rate increases from the minimum earned during their services with said Department of Public Welfare, and for retirement purposes their services with said Department of Public Welfare shall be deemed to be creditable service.



## CHAPTER 627

### AN ACT RELATIVE TO CERTAIN POSITIONS IN THE DEPARTMENT OF NATURAL RESOURCES.

This legislation provides that the positions of full-time Conservation Helper operable on a year-round basis in the Department of Natural Resources shall be classified under the civil service laws and rules. It also provides that the incumbents of these positions on May 1, 1958 who are still employed on the effective date of the Act shall be deemed to be the incumbents of these positions under civil service without being required to take examinations.

The positions of Conservation Helper which are not operable on a year-round basis shall henceforth be designated as Conservation Helper (seasonal), and shall not be subject to the civil service laws and rules.

## CHAPTER 640

### AN ACT AUTHORIZING THE TRANSFER OF THE FUNCTIONS AND DUTIES OF THE DIVISION OF PUBLIC BEACHES TO THE DIVISION OF WATERWAYS IN THE DEPARTMENT OF PUBLIC WORKS.

This legislation transfers the functions and duties of the Division of Public Beaches to the Division of Waterways of the State Department of Public Works and also provides that the Director of the Division of Waterways shall, with the approval of the Commissioner of Public Works, appoint a Deputy Director In Charge of Beaches and a General Supervisor of Public Beaches, neither of whom shall be subject to the civil service laws and rules. Further, that the Director of the Division of Waterways may appoint such employees as he may deem necessary for the efficient and economical operation of public beaches. The positions of Conservation Helper, Bathhouse Attendant and the Life Guard Staff, which are filled on a seasonal basis in the Division of Waterways, shall not be subject to the provisions of the civil service laws and rules. Provision is also made that all employees subject to the civil service laws and rules shall be transferred to the Division of Waterways without change in their civil service status.

SUPREME COURT DECISIONS

ERIC M. SCOTT vs. MANAGER STATE AIRPORT, HANSCOM FIELD.

Suffolk. October 8, 1957.-- November 6, 1957.

Present: Wilkins, C.J., Williams, Counihan, Whittemore,  
& Cutter, JJ.

Practice, Civil, Report, Case state. Mandamus.  
Civil Service

Report by Swift, J., of a case in the Superior Court.

Wilkins, C.J. The petitioner by this petition for a writ of mandamus brought in the Superior Court seeks to be restored to a position within the classified civil service as watchman at the State airport in Bedford. G. L. (Ter. Ed.) c. 213, section 1A, inserted by St. 1939, c. 257, section 1. A judge reported the case without decision upon what is described in the report as an "agreed statement of facts constituting a case stated."

The power of a judge of the Superior Court to report mandamus proceedings is conferred by G. L. (Ter. Ed.) c. 213, section 1B, inserted by St. 1939, c. 257, section 1, which prescribes that the report must be "in the manner provided" in G. L. (Ter. Ed.) c. 231, section 111, "if such proceedings are at law." Mandamus proceedings are at law. *Albee v. Lamson & Hubbard Corp.* 320 Mass. 421, 422. By section 111 only where "there is agreement as to all the material facts" can an action at law be reported to this court without decision. Such an "agreement" must be exclusively a case stated. *Scaccia v. Boston Elevated Railway*, 308 Mass. 310, S. C. 317 Mass. 245, 248. *Moore v. Election Commissioners of Cambridge*, 309 Mass. 303, 305. *Members of Bakery & Confectionery Workers International Union v. Hall Baking Co.* 320 Mass. 286, 290.

Although the agreement is described as a case stated, its true nature must be determined by its essential characteristics and not by its name or the description applied to it. *Fрати v. Jannini*, 226 Mass. 430, 432. A case stated is an agreement upon "all the material ultimate facts on which the rights of the parties are to be determined by the law." *Id.* 431. The petitioner was appointed watchman at Hanscom Field on January 27, 1955, and performed his duties from January 29, 1955, until about July 1, 1955, at the "Old Building". On the latter date the "entire operation" was moved to the "New Building."

The principal contention which the petitioner intended to present appears to be that under G. L. (Ter. Ed.) c. 31, section 20D, inserted by St. 1945, c. 703, section 2,<sup>1</sup> his service was wrongfully terminated during the probationary period, in that he was entitled to be judged by the appoint-



ing authority on his work in the position to which he was appointed, in this case that of watchman, and that instead he was judged on his refusal to work as janitor. This issue cannot be presented on the basis that the agreement before us is a case stated. In this agreement there are references to what various witnesses "testified," to "testimony," and to exhibits "offered in evidence." Moreover, if this was a pertinent fundamental issue of fact, it is left unresolved in the conflicting summaries of that to which the petitioner and the respondent "testified." The "agreed statement" shows that the petitioner "testified" that the duties were substantially changed to include a much larger amount of janitorial work than he had previously performed, whereas the respondent's "testimony" was to the contrary. Obviously, this is not an agreement upon "all the material ultimate facts on which the rights of the parties are to be determined by the law." *Paulino v. Concord*, 259 Mass. 142. *Pequod Realty Corp. v. Jeffries*, 314 Mass. 713, 715. *Cerwonka v. Saugus*, 316 Mass. 152, 153. *King Features Syndicate, Inc. v. Cape Cod Broadcasting Co. Inc.* 317 Mass. 652, 653. *Lapp Insulator Co. Inc. v. Boston & Maine Railroad*, 330 Mass. 205, 206. The report is not properly before us, and must be dismissed.

The questions argued are of public importance, and the ultimate disposition of this case may be accelerated by an expression of our views. As we are not dealing with a case stated, we may examine the pleadings. See *Union Old Lowell National Bank v. Paine*, 318 Mass. 313, 317. It is alleged in the petition, as amended, and admitted in the answer that the petitioner took the watchman examination pursuant to a civil service poster dated March 23, 1953,<sup>2</sup> which gave the duties as follows: "Under general supervision, during an assigned shift, to guard buildings, grounds, and movable property against trespass or damage by fire or other cause, to supervise inmates, and to care for fires, answer telephones, help with cleaning, or perform other incidental work assigned during the tour of duty." The examination was held on April 11, 1953.

The notice of discharge, which it is agreed that the respondent sent the petitioner on July 22, 1955, assigned as reasons: "1. Your refusal to perform the duties of watchman as outlined in the civil service poster advertising the examination for watchman held 11 April 1953, from which list you were certified for this position at Bedford Airport. Among the duties listed for this position was to help with cleaning, which you refused to do. 2. At the time you presented yourself at this office for the position of watchman at Bedford, the duties were thoroughly explained to you. Specific questions were put to you as to the scope of the examination, particularly in so far as cleaning duties were concerned. You stated at this time that questions concerning cleaning duties were included in the examinations. In view of the above and your general uncooperative attitude, it is regretted that your services are no longer of any value to this activity."

Section 20D superseded Rule 18 of the civil service rules, which read, "No person appointed in the official or labor



division shall be regarded as holding office or employment in the classified public service until he has served a probationary period of six months." This was a valid rule under the statute (G. L. (Ter. Ed.) c. 31, s 3, as amended), and during the period of probation established by it the appointee might be discharged without the notice and opportunity for hearing otherwise required by G. L. (Ter. Ed.) c. 31, s 43, as amended. *McLaughlin v. Commissioner of Public Works*, 304 Mass. 27, 29. *Crimmins v. Highway Commission of Brockton*, 304 Mass. 161, 163. *Clement v. Selectmen of Westwood*, 316 Mass. 481, 483. *Riceman v. Commissioners of the Department of Public Utilities*, 321 Mass. 318, 319.

Section 20D introduces certain prohibitions. There can be no increase in pay or change in duties during the probationary period without the approval of the director of civil service. An appointment cannot be terminated during the first thirty days of the probationary period. Thereafter, however, an appointment is subject to termination until an appointee has actually performed the duties of his office or position (as distinguished from serving) for six months, provided certain requirements as to notice are met. If the appointing authority finds that an appointee's conduct, capacity, or the character or quality of the work performed by him is not satisfactory, the appointing authority must give him a written notice stating in detail the particulars. If such notice is not given, the appointment becomes permanent. If such notice is properly given, the reasonable construction of s 20D -- in the light of the law previously existing under Rule 18 -- is that the appointment is terminated. We think that the reasons given by the appointing authority in a notice must be taken as final on the facts, but that there remains any question as to the legal sufficiency of such notice. As applied to the case at bar, the notice contains what is tantamount to findings by the appointing authority that the duties of the position were not changed and that the petitioner's performance was not satisfactory. If upon another hearing the facts should appear as hereinbefore discussed, the petition for a writ of mandamus should be dismissed.

Report dismissed.

James P. O'Connell, for the petitioner.

Hugh Morton, Assistant Attorney General, for the respondent.

1 "... no person appointed in the official or labor service shall be regarded as holding office or employment therein until after he has actually performed the duties of the office or position for a probationary period of six months. There shall be no increase in pay or change in the duties of any such office or position during such a period without the approval of the director [of civil service]. If any such increase in pay or change in duties is made during such a period without such approval, the director may cancel and declare void the certification under which the appointment was made, and thereupon the employment of the person so appointed shall

cease. If the conduct or capacity of a person serving a probationary period under an appointment in the official service or labor service, or the character or quality of the work performed by him, is not satisfactory to the appointing authority, he may, at any time after such person has served thirty days and prior to the end of such probationary period, give such person a written notice to that effect, stating in detail the particulars where in his conduct or capacity or the character or quality of his work is not satisfactory, whereupon his service shall terminate . . . In default of such a notice, the appointment of such person shall become permanent upon the termination of such period."

2

The agreed facts erroneously give the date as March 23, 1955. The pleading control. Markus v. Boston Edison Co. 317 Mass. 1, 6-7.



WILLIAM E. CAULFIELD, JUNIOR, vs. FIRE COMMISSIONER OF BROOKLINE.

Norfolk. November 8, 1957. -- January 2, 1958.

Present: Wilkins, Ronan, Counihan, Whittemore, & Cutter, JJ.

Civil Service. Words, "Hear and decide."

Case heard in the Superior Court by Donahue, J.

CUTTER, J. The petitioner seeks by his petition for a writ of mandamus to compel the respondent to reinstate the petitioner in his position as fire alarm operator in which he had been serving prior to July 21, 1951. Then because of physical incapacity to perform his duties, the petitioner was relieved of his active duties and given a leave of absence without pay. On or about December 4, 1952, after hospitalization and treatment, the petitioner applied to the respondent for reinstatement, supporting his application by a medical certificate. The respondent refused to reinstate him and the petitioner applied on January 21, 1953, to the civil service commission for reinstatement, purporting to act under G. L. (Ter. Ed.) c. 31, s 46C, as appearing in St. 1945, c. 704, s 8, as amended by St. 1947, c. 373, s 2.<sup>1</sup> The director of civil service (hereinafter called the director) denied his application and he applied to the commission for a review of the director's action. The respondent in his answer admits that he received a letter about July 15, 1953, from the commission's secretary which stated that "the commissioners voted to reverse the action of the director and to authorize . . . [the petitioner's] reinstatement." The respondent, despite this reported ruling which he contends "was not in accordance with law and ... of no effect," has "consistently refused to reinstate the" petitioner.

The trial judge denied the petition and the petitioner appeals. G. L. (Ter. Ed.) c. 213, s 1D, inserted by St. 1943, c. 374, s 4.

The trial judge apparently heard the case on those allegations of the petition which were not denied by the answer (possibly together with the affirmative allegations in the answer, so far as accepted by the petitioner) and the facts stated above are based on this portion of the pleadings. There is no indication in the record that any evidence was offered at the trial.

1. General Laws (Ter. Ed.) c. 31, s 46C, as amended (see note 1, supra), provides that an employee who has been separated from the service "may, upon the request of the appointing authority and with the approval of the director" (emphasis supplied), be reinstated. Section 46C also provides that if "the separation from service . . . was due to illness, and the appointing authority fails to make a request for reinstatement upon demand of such . . . employee, the . . . employee may make a request for a hearing before the director." There is here no allegation or proof of either (a) a request by the respondent, the appointing authority, for the petitioner's reinstatement, or (b) any demand by the petitioner that the respondent make a request for such reinstatement. Under s 46C these are statutory conditions



precedent to any authority of the director or of the civil service commission to act in the matter.

2. Even if the petitioner had alleged and shown that he had in fact made a demand on the respondent to ask the director for approval of the petitioner's reinstatement, thus making it possible for the petitioner to apply directly to the director for such approval, the petitioner has not established on this record that the commission reversed the action of the director after hearing or upon three affirmative votes of the commission. General Laws (Ter. Ed.) c. 31, s. 2 (b), as appearing in St. 1945, c. 725, s. 1, provides (in part) that the commission shall "hear and decide all appeals from any decision ... of ... the director, upon application of a person aggrieved thereby; provided, that no decision ... of the director shall be reversed ... except by three affirmative votes of the commission" (emphasis supplied). The recent case of *Moore v. Civil Service Commission*, 333 Mass. 430, 435, establishes that with respect to an appeal from the director by "a person aggrieved," the commission is bound to hold a hearing. The words "hear and decide" import a quasi judicial hearing after due notice of time and place of hearing. We think that the statute contemplates that due opportunity to be heard at such a hearing must be afforded to the appointing authority. Clearly he would have been sufficiently a "person aggrieved" to have been entitled to appeal from a decision of the director granting an approval of reinstatement which he did not request and did not desire. See *Cooper v. Civil Service Commissioners*, 314 Mass. 76, 81-82; *City Manager of Medford v. Civil Service Commission*, 329 Mass. 323, 330. Since the allegations of the petition with respect to the proceedings before the commission are in major part denied by the respondent, there is failure of proof of a valid approval by the commission of reinstatement of the petitioner.

3. The prayer of the petition is that the petitioner be reinstated. Since he has not shown compliance with the statutory provisions for obtaining commission approval of his reinstatement, it is unnecessary to decide whether mere "approval" by the commission of his reinstatement would require the respondent to reinstate him if the respondent decided not to fill any existing vacancy or if there were no vacancy to which the petitioner could be appointed (compare procedure under G. L. (Ter. Ed.) c. 31, s. 27) or whether the petitioner would then be merely eligible for reinstatement if a vacancy should later occur or should be later filled.

Judgment affirmed.

Charles J. Kickham, Jr., for the petitioner.

Daniel G. Rollins, (Lawrence R. Cohen with him,) for the respondent.

<sup>1</sup>The section as so amended reads in part as follows: "An ... employee ... of any city or town who has been separated from the official or labor service for any reason other than ... [exceptions not here pertinent] may, upon the request of the appointing authority and with the approval of the director, be reinstated in the same position or in a position in the same class and grade as that formerly held by him. If the director fails to approve the

reinstatement of such officer or employee within thirty days after the request of the appointing authority, the appointing authority or such officer or employee may make a request for a hearing before the director. If the separation from service of such an officer or employee was due to illness, and the appointing authority fails to make a request for reinstatement upon demand of such officer or employee, the officer or employee may make a request for a hearing before the director. In either case, the director shall forthwith hold a hearing, hear all parties concerned, and render his decision" (emphasis supplied).



E. LOUISE BEAUMONT vs. DIRECTOR OF HOSPITALS  
AND SUPERINTENDENT OF THE BOSTON CITY HOSPITAL  
& others.

Suffolk. October 10, 1958. -- October 31, 1958

Present: Wilkins, C.J., Ronan, Spalding, Counihan, & Cutter, JJ.

Mandamus. Civil Service. Waiver.

Case heard in the Superior Court by Collins, J.

SPALDING, J. This is a petition for a writ of mandamus to restore the petitioner to her position in the civil service, from which, it is alleged, she has been improperly removed.

The facts are not in dispute. The petitioner was employed as a laboratory technician in the sanatorium division of the Boston City Hospital. Following a hearing held on April 26, 1957, by the hospital board of trustees (the appointing authority under G. L. c. 31, s. 43) the petitioner was notified that she was removed as of the close of business, April 30, 1957, for "conduct unbecoming an employee of the hospital (and) for the good of the service." The petitioner within five days requested a hearing before the civil service commission. S. 43 (b). On May 2, 1957, the petitioner's request for a hearing was acknowledged and a hearing date was set for May 10. Subsequently this was changed to August 5. Having failed to appear at the hearing, the petitioner was notified by the commission that her request for a hearing was dismissed. Thereupon the petitioner brought this petition for a writ of mandamus, which was ordered dismissed "as a matter of law and also as a matter of discretion." From a judgment entered in accordance with this order, the petitioner appealed.

There was no error.

The notice of decision did not state "fully and specifically the reasons therefor" as required by G. L. c. 31, s. 43 (a), and the petitioner could then have asserted her rights in mandamus proceedings. *Peckham v. Mayor of Fall River*, 253 Mass. 590, 593. *Bois v. Mayor of Fall River*, 257 Mass. 471. She did not adopt that course but instead requested a hearing before the commission under s. 43 (b). The case at bar is governed in principle by *Daley v. District Court of Western Hampden*, 304 Mass. 86, 92. There the petitioner was removed in proceedings conducted under G. L. c. 31, s. 42B, pursuant to an invalid notice. The petitioner thereafter sought judicial review under s. 42B and in those proceedings attempted to challenge the sufficiency of the notice. It was held that the petitioner could have challenged the removal on the ground of improper notice by bringing a petition for a writ of mandamus, but having failed to avail himself of that remedy and having sought judicial review under the statute, he thereby admitted that there had been such a hearing before the commission as to entitle him to review, and that he thereby waived the deficiency in the notice and could not raise it thereafter. So here, the petitioner could have challenged the removal in mandamus proceedings on the ground of insufficient notice at the time she received it, but she saw fit not to do so and requested the administrative review afforded by s. 43 (b). Having done so, she must be deemed to have waived the deficiency

in the notice and lost the right to question it in the present proceedings.

Judgment affirmed.

Wilfred J. Peltier & Charles E. Pelletier, for the petitioner, submitted a brief.

William D. Quigley, Assistant Corporation Counsel, for the respondents.



# EXTENSIONS OF CIVIL SERVICE

Extensions of civil service were as follows:

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
Agawam, Labor Service	G. L., c. 31, s. 47	55
Brockton, Collector of Taxes	G. L., c. 31, s. 49A	1
Chicopee, Chief of Fire Department	St. 1957, c. 135	1
Dartmouth, Labor Service	G. L., c. 31, s. 47	61
Dedham, Employees in Office of Comptroller	St. 1958, c. 64	3
Norton, Police Service	G. L., c. 31, s. 47	16
South Hadley, Agent, Board of Health	St. 1958, c. 17	1
Swampscott, Offices and Positions not Already under Civil Service	St. 1958, c. 82	50
Westwood, Custodians of School Buildings	G. L., c. 31, s. 47B	<u>13</u>
The total number of persons taken under civil service by the preceding extensions:-		201

## TEN YEAR SUMMARY

<u>Year</u>	<u>Number Affected</u>
1958	201
1957	235
1956	351
1955	104
1954	436
1953	677
1952	266
1951	55
1950	161
1949	486

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1957 December 7	Junior Clerk	Statewide	All	2,558
14	Junior Clerk-Typist			
14	Principal Actuarial Clerk	State	Savings Bank Life Insurance Division, Banking and Insurance	12
14	Principal Structural Engineer	State	Mental Health	8
14	Senior Civil Engineering Draftsman	State	M.D.C., Sewerage	8
14	Principal Clerk (Knowledge of Stenography)	State	Nut Island Sewage Treatment Plant, M.D.C., Sewerage	5
14	Junior Bacteriologist (Microbiology)	State	Diagnostic Labora- tories, Institute of Laboratories, Public Health	10
14	Statistical Machine Operator	Boston	Welfare	4
14	Leader of Recreation- al Athletics	Beverly	Recreation	3
14	Assistant Superintend- ent of Sewers	Brockton	Sewer	3
14	Personnel Director	Brookline	Personnel	3
14	Electrocardiograph Technician	Cambridge	City Hospital	3
14	Associate Planner	Cambridge	Planning	1
14	Clerk of the Stadium	Everett	Stadium	9
14	Ambulance Driver	Fall River	General Hospital	5
14	School Physician	Fall River	Health	1
14	Leader of Recreation- al Athletics	Fitchburg	Parks and Playgrounds	1
14	Superintendent of Parks, Playgrounds and Public Buildings	Gloucester	Public Works	3
14	Principal Clerk-Typist	Hull	Highway	6
14	Filter Operator	Leominster	Water	1
14	Cashier	Waltham	School	4
14	School Physician	Waltham	School	1
14	Senior Clerk-Typist	West Springfield	School	5
30	Assistant Recreation Leader	Somerville	Recreation	3
30	Recreation Leader- General (Seasonal)	Somerville	Recreation	10
30	Assistant Recreation Leader (Seasonal)	Westfield	Playground	41



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1958				
January				
11	Crash Crewman	State	Airport	37
11	Milk Control Inspector	State	Milk Control Commission, Agriculture	12
11	Industrial Shop Manager (Printing)	State	Massachusetts Correctional Institution (Walpole) Correction	6
11	Hearings Stenographer	State	Labor Relations	7
11	Senior Sanitary Engineering Aid	State	Public Health	7
11	Supervisor of Speech Therapy	State	Lakeville State Sanatorium, Public Health	1
11	Principal Statistical Machine Operator	State	Registry of Motor Vehicles	8
11	Psychiatric Social Worker	State	Youth Service	6
11	X-Ray Technician	Boston	Health	1
11	Inhalation Equipment Technician	Boston	City Hospital, Hospital	1
11	Correction Officer	Boston	Penal Institutions	46
11	Senior Clerk-Stenographer	Arlington	All	7
11	Veterans' Services Investigator	Arlington	Veterans' Services	4
11	Civil Engineer, Grade 3	Attleboro	Public Works	2
11	Senior Clerk-Stenographer	Brookline	School	7
11	Electrician	Malden	Buildings	1
11	Inspector of Buildings	Marlborough	Building	5
11	Recreation Supervisor (General)	Newton	Recreation	5
11	Veterans' Benefits Investigator	North Adams	Veterans' Benefits	2
11	Senior Clerk-Stenographer	Norwood	School	1
11	X-Ray Technician	Peabody	Josiah B. Thomas Hospital	1
11	Accounting Machine Operator and Clerk	Randolph	Accounting	2
11	Inspector of Slaughtering	Taunton	Health	1
11	Veterans' Services Investigator	Watertown	Veterans' Services	2
11	Senior Accountant	Worcester	City Hospital	4

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
January				
18	Telephone Operator	Statewide	All	213
18	Psychological Assistant	State	All	8
18	Occupational Hygiene Psysician	State	Occupational Hygiene Division, Labor and Industries	1
18	Elevator Inspector	Boston	Building	5
18	Environmental Sanitation Inspector	Boston	Health	31
18	Public Health Nurse	Fall River	Health	1
18	Master Mechanic	Falmouth	Fire	1
18	Public Health Nurse	Fitchburg	Health	1
18	Supervisor of Attendance	Fitchburg	School	7
18	Clerk-Billing Machine Operator	Holyoke	Gas and Electric	1
18	Public Health Nurse	Leominster	Health	1
18	Supervisor of Attendance	Lowell	School	9
18	Public Health Nurse	Malden	Health	2
18	Public Health Nurse	New Bedford	Health	6
18	Supervisor of Attendance	New Bedford	School	1
18	Electric Meter Reader	Norwood	Municipal Light	6
18	Town Accountant	Saugus	Accounting	2
18	School Dentist	Springfield	Health	2
18	Supervisor of Attendance	Springfield	School	5
18	Public Health Nurse	Waltham	Welfare	1
18	Statistical Machine Operator	Worcester	Auditing	3
25	Physiotherapist	State#	All	11
25	Junior Accountant, Comptroller's Bureau	State	Comptroller's Bureau, Administration and Finance	77
25	Industrial Therapist (Tailor)	State	Mental Health	3
25	X-Ray Technician	State	Mental Health	16
25	Survey Administrator	State	Public Health	1
25	Boiler Inspector	State	Inspections Division, Public Safety	9
25	Police Entrance	Andover	Police	3
25	Police Entrance	Athol	Police	3
25	Police Entrance	Bridgewater	Police	6
25	Police Entrance	Brookline	Police	42
25	Police Entrance	Dartmouth	Police	2
25	Police Entrance	Dedham	Police	15

#Except Lemuel Shattuck Hospital and Massachusetts Hospital School



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
<b>January</b>				
25	Police Entrance	Everett	Police	42
25	Police Entrance	Fitchburg	Police	7
25	Police Entrance	Gloucester	Police	14
25	Police Entrance	Holyoke	Police	21
25	Police Entrance	Hull	Police	5
25	Police Entrance	Ipswich	Police	3
25	Police Entrance	Lynnfield	Police	2
25	Police Entrance	Mansfield	Police	6
25	Police Entrance	Marblehead	Police	6
25	Police Entrance	Marlborough	Police	11
25	School Physician	Medford	Health	1
25	Police Entrance	Medford	Police	38
25	Police Entrance	Milton	Police	8
25	Inspector of Animals	Newburyport	Health	1
25	Police Entrance	Newburyport	Police	6
25	Police Entrance	North Attleboro	Police	2
25	Recreation Supervisor (General)	Pittsfield	Parks & Recreation	1
25	Police Entrance	Quincy	Police	82
25	Police Entrance	Randolph	Police	4
25	Police Entrance	Revere	Police	31
25	Police Entrance	Southbridge	Police	6
25	Police Entrance	South Hadley	Police	10
25	Police Entrance	Wakefield	Police	17
25	Police Entrance	Wareham	Police	7
25	School Cafeteria Manager	Watertown	School	1
25	Police Entrance	Winchendon	Police	5
25	Police Entrance	Woburn	Police	25
25	Police Entrance	Wrentham	Police	3
25	Credit Investigator	Worcester	City Hospital	21
<b>February</b>				
1	Head Correction Social Worker	State	Massachusetts Correctional Institution (Norfolk), Correction	16
1	Electric Water Pumping Station Operator and Public Works Laborer	Beverly	Public Works	4
1	Junior Building Custodian	Burlington	All	4
1	Vision and Hearing Tester	Everett	Health	1
1	Vision and Hearing Tester	Gloucester	School	1
1	Senior Clerk and Stenographer	Holyoke	School	7
1	Meat Inspector	Lowell	Health	4

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February				
1	X-Ray Technician	Lowell	Health	2
1	Senior Clerk-Typist	Northampton	Water	4
1	Key Punch Operator	Springfield	Tabulating	4
1	General Construction Inspector	Waltham	Public Works	1
1	Junior Building Custodian	West Springfield	All	15
1	Junior Building Custodian	Woburn	All	57
8	Inspector of Milk Records	State	Milk Control Commission, Agriculture	3
8	Manager of Boarding Hall	State	Education	3
8	Principal Statistical Machine Operator	State	Cancer and Chronic Diseases Division, Public Health	3
8	Laboratory Assistant	State	Public Health	5
8	Junior Clerk-Typist and Relief Telephone Operator	Brookline	Health	7
8	Assistant Inspector of Wires	Pittsfield	Wire	1
8	Director of Guidance and Recreation	Quincy*	City Hospital	1
8	Senior Clerk-Typist	Quincy	City Hospital	8
8	Buyer	Springfield	Purchase	4
15	Physiotherapist	State	Lemuel Shattuck Hospital and Massachusetts Hospital School, Public Health	5
15	Title Searcher and Addressograph Operator	Fall River	Assessing	6
15	Fire Fighter	Needham	Fire	7
15	Senior Accounting Machine Operator	Newton	Street	1
15	Supervisor of School Cafeterias	Somerville*	School	5
15	Fire Fighter	Wakefield	Fire	7
March				
1	Vocational Disability Examiner	State	Massachusetts Rehabilitation	49
1	Guard	State	Cushing Hospital, Mental Health	40
1	Senior Editorial Clerk	State	Public Health	6
1	Animal Room Supervisor	State	Biologic Laboratories, Public Health	3

\* Open to Residents of Massachusetts



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
1	Assistant Supervisor of Veterans' Graves and Registration	Boston	Veterans' Services	47
1	Public Health Nurse	Cambridge	Health	6
1	Water Inspector	Cambridge	Water	12
1	Veterans' Services Agent	Chicopee	Veterans' Services	15
1	Water Meter Reader and Repairman	Easthampton	Public Works	5
1	Assistant City Clerk	Fall River	City Clerk	12
1	Veterans' Services Investigator	Fall River	Veterans' Benefits	4
1	Senior Clerk	Fitchburg	Public Works	2
1	Senior Clerk-Stenographer	Gardner	Building Inspector	2
1	Bookkeeping Machine Operator	Malden	Welfare	8
1	Health Agent	Newburyport	Health	2
1	Milk Inspector	Newburyport	Health	2
8	Building Plan Examiner	Boston	Building	5
8	Assistant Medical Librarian	Boston	City Hospital, Hospital	3
8	Ophthalmologist	Boston	School	1
8	Otologist	Boston	School	2
8	Junior Clerk-Stenographer	Bellingham	Welfare	1
8	Assistant Superintendent of Wires	Leominster	Wire	1
15	Assistant Planning Engineer	State	Commerce	5
15	Coastal Warden	State	Law Enforcement Division, Natural Resources	102
15	Conservation Officer	State	Law Enforcement Division, Natural Resources	211
15	Supervisor of Research and Statistics, Youth Service	State	Youth Service	4
15	Motion Picture Operator	Boston	Penal Institutions	2
15	Cafeteria Attendant	Boston	School	106
15	Senior Clerk-Typist	Brookline	Welfare	18
15	Dental Assistant	Cambridge	Health	4
15	Inspector of Plumbing	Northampton	Plumbing Inspection	3
15	Telephone Operator and Clerk-Typist	Peabody	Josiah B. Thomas Hospital	1
15	Park Watchman	Worcester	Parks and Recreation	12

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March 22	Investigator of Barbers	State	Registration of Barbers, Civil Service and Registration	25
22	Assistant Structural Engineer	State	Mental Health	11
22	Supervising Sanitarian	State	Public Health	17
22	Senior Clerk-Stenographer	State	Central District Office, Local Health Services, Public Health	16
22	Senior Statistical Machine Operator	State	Registry of Motor Vehicles	24
22	Public Health Nurse	Chicopee	Health	1
22	Library Guard	Chicopee	Library	5
22	Laboratory Assistant	Holyoke	Gas and Electric	6
22	Public Health Nurse	Lynn	Health	4
22	Town Accountant	Methuen	Accountant	4
22	Health Clinic Assistant	Quincy	Health	2
22	Town Engineer	Randolph	Engineering	1
22	Clerk-Stenographer	Worcester	All	28
22	Fire Alarm Operator and Batteryman	Worcester	Fire	46
29	Statistical Machine Operator	State	Registry of Motor Vehicles	32
29	Military Property Clerk	State	Lowell Technological Institute	10
29	Sealer of Weights and Measures	Attleboro	Weights and Measures	2
29	Superintendent of Fire Alarm and Police Signal Systems	Gardner	Fire	1
29	Watchman	Lowell	School	113
29	Police Matron	Malden	Police	5
29	Sealer of Weights and Measures	Middleborough	Weights and Measures	1
29	Civil Engineer, Grade 3	New Bedford	Public Works	2
29	Sealer of Weights and Measures	North Adams	Weights and Measures	1
29	Watchman	Springfield	Municipal Hospital	19
29	Bookkeeping Machine Operator	Springfield	Veterans' Services	3
29	Assistant Plumbing Inspector	Swansea	Plumbing Inspection	3
29	Police Matron	Waltham	Police	7
29	Watchman	Worcester	Welfare	12



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April				
12	First Class Station-ary Engineer	Statewide	All	25
12	Second Class Station-ary Engineer	Statewide	All	46
12	Third Class Station-ary Engineer	Statewide	All	74
12	First Class Fireman	Statewide	All	61
12	Second Class Fireman	Statewide	All	114
12	Oiler	Statewide	All	67
12	Junior Field Accountant	State	Auditor	53
12	Head Psychiatric Social Worker	State	Correction	6
12	Senior Planner	Boston	Planning Board	9
12	Senior Clerk-Steno-grapher	Beverly	School	1
12	Assistant Inspector of Buildings	Everett	Building	3
12	Park Watchman	Everett	Park	3
12	Supervising Labora-tory Technician	Peabody	Josiah B. Thomas Hospital	2
12	Assistant Hospital Housekeeper	Quincy	City Hospital	2
12	Bookkeeping Machine Operator	Springfield	Auditing	1
12	Vision and Hearing Tester	Springfield	School	3
12	Senior Clerk	Watertown	Auditor	4
12	Senior Building Custodian	Worcester	Boys' Trade High School	5
26	Communication Dis-patcher	State	Public Safety	35
26	Principal Statisti-cal Clerk	State	Cancer and Chronic Diseases Division, Public Health	9
26	Senior Clerk	State	North Reading State Sanatorium, Public Health	26
26	Statistical Machine Operator	State	Public Works	10
26	Statistician	State	Employees Group Insurance	8
26	Junior Planner	Boston	Planning	7
26	Police Entrance	All Cities and Towns (Except Boston)	Police	1,818
26	Telephone Operator and Clerk	Brockton	School	9
26	School Dentist	Cambridge	Health	3
26	Senior Clerk-Typist	Chelsea	Health	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April				
26	Chief Meter Reader and Water Inspector	Chelsea	Water	1
26	Superintendent of Parks and Cemeteries	Gardner	Cemeteries and Parks	4
26	Deputy Plumbing Inspector	Hull	Plumbing Inspection	1
26	School Dentist	Medford	Health	3
26	Superintendent of Town Infirmary	Methuen	Town Infirmary	1
26	Plumbing Inspector	Monson	Plumbing Inspection	3
26	Deputy Inspector of Wires and Foreman of Meter Installations Repairs and Service Maintenance	Norwood	Municipal Light	1
26	Assistant Veterans' Agent	Salem	Veterans' Services	12
26	School Dentist	Somerville	Health	3
26	Senior Clerk-Stenographer	Worcester	Law	5
May				
3	Electrician	State	All	39
3	Correction Officer	State	Correction	746
3	Semi-Senior Accountant	State	Employees Group Insurance	28
3	Dental Assistant	Boston	Health	4
3	Planning Assistant	Boston	Planning	13
3	Fire Fighter	Agawam	Fire	15
3	Fire Fighter	Amesbury	Fire	6
3	Fire Fighter	Athol	Fire	2
3	Fire Fighter	Bourne	Fire	3
3	Junior Accountant	Cambridge	Auditing	4
3	Fire Fighter	Falmouth	Fire	1
3	Fire Fighter	Holbrook	Fire	3
3	Fire Fighter	Ipswich	Fire	2
3	Executive Secretary Licensing Commission	Lowell	Licensing	6
3	Fire Fighter	Mansfield	Fire	1
3	Fire Fighter	Marblehead	Fire	9
3	Fire Fighter	Newton	Fire	57
3	Fire Fighter	North Adams	Fire	7
3	Fire Fighter	Peabody	Fire	29
3	Fire Fighter	Randolph	Fire	1
3	Fire Fighter	Revere	Fire	15
3	Fire Fighter	Winthrop	Fire	23
10	Stenographer	Statewide*	All	398
10	Supervising Institution Housekeeper	State	State Teachers Colleges, Education	6

\*Outside Boston



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May 10	Director of Training and Research, Public Health Department	State	Public Health	7
10 10	Hospital Technician	State	Soldiers' Home In Massachusetts (Chelsea)	1
10 10	Inspector of Wires	Brookline	Building	2
10 10	Cashier and School Cafeteria Helper	Brookline	School	8
10 10	Dietitian	Haverhill	Municipal (Hale) Hospital	1
10 10	Cashier and School Cafeteria Helper	Quincy	School	1
17 17	Statistical Machine Operator	State	Mental Health	2
17 17	Senior Engineering Aid (Draftsman)	Boston	Survey Division, Public Works	11
17 17	Accounting Machine Operator	Boston	Retirement	6
17 17	Bookkeeping Machine Operator	Lowell	Assessor	2
17 24	Senior Account Clerk	Lynn	School	10
24 24	Stenographer	Statewide**	All	419
24 24	Budget Examiner	State	Budget Bureau, Administration and Finance	56
24 24	Junior Planning Engineer	State	Commerce	8
24 24	Statistical Machine Operator	State	Employees Group Insurance	8
24 24	Industrial Therapist (Furniture)	State	Mental Health	4
24 24	General Construction Inspector	State	M.D.C., Park Engineering	79
24 24	Supervising Laboratory Technician	State	Serological Laboratories, Diagnostic Laboratories, Institute of Laboratories, Public Health	4
24 24	Research Laboratory Technician	Boston	City Hospital, Hospital	1
24 24	Dietitian	Cambridge	City Hospital, Hospital	1
24 24	Fire Alarm Operator and Signal Repairman	Holyoke	Fire	5

\*\*Boston and Vicinity

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May 24	Watchman	Newton	City Infirmary, Welfare	1
24	Recreation Leader-General	Salem	Recreation	19
24	Assistant Health Inspector	Waltham	Health Division, Welfare	11
June 7	Junior Engineering Aid, Civil Engineer, Grade 1	Statewide	All	691
7	Senior Engineering Aid Civil Engineer, Grade 2	Statewide	All	614
7	Junior Bacteriologist (Virology)	State	Diagnostic Laboratories, Public Health	2
7	Orthopedic Physiotherapist	State	Massachusetts Hospital School, Public Health	9
7	Supervisor of Attendance	Attleborough	School	1
7	Supervisor of Fire Apparatus	Lawrence	Public Safety	10
7	Plumbing Inspector	Medfield	Plumbing Inspection	1
7	Agent, Board of Health	Milton	Health	1
7	Deputy Plumbing Inspector	Newburyport	Health	1
7	Senior Building Custodian	Norwood	Municipal Building	7
7	Cashier	Peabody	Municipal Light	8
14	Janitress	Statewide	All	151
14	Junior Building Custodian	Statewide	All	1,366
14	Janitor			
14	Principal Interviewer, DES	State	Employment Security	348
14	Laboratory Technician	State	Research Laboratories, Mental Health	1
14	Dentist	Fall River	Health	1
14	Physical Education Medical Inspector	Fall River	School	1
21	Assistant Pharmacist	State	All	3
21	Senior Clerk Interviewer, DES	State	Employment Security	369
21	Assistant Biometrician	State	Public Health	10
21	Laboratory Technician	State	Tewksbury State Hospital and Infirmary, Public Welfare	7
21	Fire Fighter	Boston	Fire	282



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June				
21	Senior X-Ray Technician	Boston	City Hospital, Hospital	20
21	School Physician	Springfield	Health	1
21	Office Boy	Springfield	Purchasing	7
28	Laboratory Technician	State	Institutional Service, Mental Health	15
28	Senior Clerk	State	Welfare Audits, Public Welfare	120
28	Social Worker	Cities and Towns	All	346
28	Welfare Worker	Towns	All	58
28	Filter Operator	Lowell	Public Works	6
28	Dairy Farm Inspector and Collector of Milk Samples	New Bedford	Milk Division, Health	3
28	Vision and Hearing Tester	Pittsfield	School	1
July				
11	Pharmacist	State	All	22
11	Senior Library Assistant	State	All	9
11	Correction Officer (Head Cook)	State	Correction	13
11	Correction Officer (Herdsman)	State	Correction	2
11	Motor Truck Driver	State	Correction	71
11	Senior Clerk-Stenographer	State	Massachusetts Correctional Institution (Framingham)	16
11	Institution Maintenance Foreman	State	Mental Health	43
11	Junior Bacteriologist	State	Sanitary Engineering Division, Public Health	7
11	Dental Hygienist	State	Lemuel Shattuck Hospital, Public Health	3
11	Public Health Physician	Boston	Health	5
11	Watchman	Beverly	School	1
11	Assistant Electric Water Pumping Station Operator	Brockton	Water	3
11	Forestry Foreman	Brockline	Forestry	8
11	Plumbing Inspector	Danvers	Health	2
11	Police Matron	Fitchburg	Police	1
11	Senior Account Clerk	Gardner	Auditing	1

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July				
11	X-Ray Technician	Haverhill	Municipal Hospital	3
11	Electrician	Lynn	Sewers	4
11	Sealer of Weights and Measures	Milford	Weights and Measures	1
11	Assistant Civil Engineer, Grade 4	Milton	Sewer	9
11	Sealer of Weights and Measures	Palmer	Weights and Measures	14
11	Watchman	Peabody	Municipal Lighting	3
11	Senior Clerk-Stenographer	Shrewsbury	Police	2
11	Head Medical Technologist	Worcester	City Hospital	1
18	Receiving Teller	State	Employees Group Insurance	19
18	Assistant Lock and Draw Operator	State	Metropolitan District Commission	59
18	Water System Foreman	Acushnet	Water	1
18	Welfare Agent	Agawam	Welfare	2
18	Executive Secretary, Finance Commission	Arlington	Finance	1
18	Public Health Nurse	Attleborough	Health	2
18	School Nurse	Burlington	School	5
18	School Nurse	Chicopee	Health	2
18	Meter Reader and Water Inspector	Lawrence	Water	8
18	Sanitary Inspector	Malden	Health	4
18	Public Health Nurse	North Adams	Health	2
18	Veterans' Benefit Agent	North Adams	Veterans' Benefits	2
18	School Nurse	Norwood	School	10
18	Public Health Nurse	Pittsfield	Health	4
18	Public Health Nurse	Randolph	Health	1
18	Public Health Nurse	Springfield	Health	5
18	Health Nurse	Taunton	Health	2
18	School Nurse	Winthrop	School	2
18	Storekeeper	Worcester	City Hospital	13
18	Public Health Nurse	Worcester	Health	3
25	Chief Supervisor of Psychiatric Social Work	State	Correction	5
25	Industrial Instructor (Tailor Shop)	State	Correction	8
25	Junior Accountant	State	Employees Group Insurance	30
25	Communication Dispatcher	State	Registry of Motor Vehicles	44
25	Physical Therapist	Boston	City Hospital, Hospital	1

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July 25	Medical Social Worker	Boston	City Hospital and Sanatorium, Hospital	8
25	Medical Social Worker	Cambridge	City Hospital	6
25	Ambulance Driver and Hospital House Worker	Fall River	General Hospital	4
25	Senior Account Clerk	Lawrence	Water	4
25	Inspector of Wiring	Springfield	Building	2
25	Ambulance Driver and Motor Equipment Maintenance Man	Watertown	Police	6
25	Veterinarian	Worcester	Health	1
26	Assistant Recreation Leader (Tap Dancing)	Brookline	Recreation	2
August 1	Hearings Stenographer	State	Civil Service and Registration	6
1	Assistant Institution Treasurer	State	Correction	19
1	Fire Fighter	Andover	Fire	2
1	Dental and Medical Clinic Assistant	Arlington	Welfare	3
1	Fire Fighter	Attleborough	Fire	8
1	Fire Fighter	Chelsea	Fire	29
1	Fire Fighter	Clinton	Fire	9
1	Fire Fighter	Cohasset	Fire	6
1	Fire Fighter	Fairhaven	Fire	7
1	Fire Fighter	Gloucester	Fire	4
1	Fire Fighter	Lawrence	Fire	46
1	Planning Draftsman	Lowell	Planning	7
1	Fire Fighter	Milton	Fire	7
1	Fire Fighter	Needham	Fire	7
1	Fire Fighter	North Andover	Fire	6
1	Fire Fighter	Plymouth	Fire	8
1	Assistant Engineering Construction Inspector	Quincy	New Buildings Division, Public Works	2
1	Fire Fighter	Waltham	Fire	39
1	Fire Fighter	Watertown	Fire	20
8	Senior Bookkeeper	Winthrop	Accounting	3
8	Dental Assistant	State	All	17
8	Dentist	State	All	5
8	Head Laundryman	State	All	13
8	Laboratory Technician	State	Soldiers' Home In Massachusetts (Chelsea)	2



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August				
8	Senior Clerk-Stenographer	Springfield	All	13
8	Senior Clerk-Typist	Springfield	All	51
8	Junior Accountant	Wakefield	Welfare	1
9	Accountant	Boston	Public Library	4
9	Water Meter Reader	Norwood	Public Works	9
15	Junior Accountant	State	Education	54
15	Public Health Educator	Boston	Health	1
15	Therapeutic Dietitian	Cambridge	City Hospital	3
15	Laboratory Technician	Lowell	Health	2
15	Senior Bookkeeper	Worcester	Public Works	5
22	Junior Municipal Examiner	State	Division of Local Finances, Corporations and Taxation	89
22	Social Worker	State	Division of Immigration and Americanization, Education	35
22	Director of Research, Probation	State	Probation	18
22	Laboratory Assistant	State	Division of Diagnostic Laboratories, Public Health	3
22	Assistant Inspector of Plumbing	Gloucester	Plumbing Inspection	1
22	Sanitary Inspector	Newton	Health	1
22	Storekeeper	Newton	Water	3
22	Senior Clerk	North Adams	Civil Defense Agency, Public Works	3
22	Junior Accountant	Pittsfield	All	9
22	Account Clerk	Quincy	Finance	1
22	Cashier	Taunton	Municipal Lighting	15
22	Town Accountant	Winthrop	Accounting	4
22	X-Ray Technician	Worcester	City Hospital	1
September				
6	District Immigration Agent	State	Immigration and Americanization, Education	17
6	Industrial Therapist	State	Mental Health	19
6	Laboratory Assistant	State	Mental Health	1
6	Statistician	State	Public Welfare	14
6	Ambulance and Medical Aid Man	Boston	City Hospital, Hospital	11

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
6	Laboratory Assistant (Bacteriology)	Boston	City Hospital, Hospital	5
6	Laboratory Assistant (Biochemistry)	Boston	City Hospital, Hospital	4
6	Laboratory Assistant (Histology)	Boston	City Hospital, Hospital	2
6	Laboratory Technician (Bacteriology)	Boston	City Hospital, Hospital	5
6	Laboratory Technician (Biochemistry)	Boston	City Hospital, Hospital	7
6	Laboratory Technician (Histology)	Boston	City Hospital, Hospital	7
6	Watchman	Everett	Playground	8
6	School Dentist	Fitchburg	Health	3
6	City Engineer	Gloucester	Public Works	1
6	Bookkeeping Machine Operator	Haverhill	Municipal (Hale) Hospital	2
6	Telephone Operator	Haverhill	Municipal (Hale) Hospital	13
6	Dental Hygienist	Melrose	Health	1
6	Water Foreman	Melrose	Public Works	1
6	Chief of Party	West Springfield	Engineering	1
6	Principal Clerk and Medical Stenographer	Worcester	City Hospital	5
6	Veterans' Services Contact Officer	Worcester	Veterans' Services	4
13	Dietitian	State	All	23
13	Junior Chemist	State	Mental Health	4
13	Recreational Therapist	State	Mental Health	21
13	Principal Clerk (Knowledge of Stenography)	State	District of Columbia Branch Office, Port of Boston	12
13	Public Health Nurse	Boston	Health	10
13	Laboratory Assistant (Electrocardiograph)	Boston	City Hospital, Hospital	2
13	Laboratory Assistant (Parenteral Fluids)	Boston	City Hospital, Hospital	1

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
13	Laboratory Technician (Cytology)	Boston	City Hospital, Hospital	3
13	Laboratory Technician (Neuropathology)	Boston	City Hospital, Hospital	1
13	Police Entrance	Boston	Police	478
13	Town Accountant	Acushnet	Town Accountant	2
13	Senior Clerk-Typist	Chicopee	Sanitation	9
13	Dietitian	Fall River	General Hospital	2
13	Dental Assistant	Fitchburg	Health	1
13	Filter Operator	Leominster	Water	3
13	Senior Clerk-Stenographer	Newton	Health	3
13	Senior Clerk-Stenographer	Norwood	School	8
13	Laboratory Technician	Springfield	Municipal Hospital	1
13	Assistant Director of School Lunch Department	Springfield	School	10
13	Accountant	Worcester	Public Works	7
20	Laboratory Assistant (General Clinical)	Boston	City Hospital, Hospital	6
20	Laboratory Technician (General Clinical)	Boston	City Hospital and Sanatorium, Hospital	20
20	Assistant Superintendent of Public Works	Arlington	Public Works	4
20	Electrician	Lynn	Electrical	1
20	Dental and Medical Clinic Assistant	Malden	Health	3
20	School Cafeteria Manager	Milton	School	3
20	Highway Foreman and Senior Clerk	Newburyport	Highway	2
20	Assistant Pharmacist	Quincy	City Hospital	1
20	School Cafeteria Manager	Shrewsbury	School	4
27	Junior Accountant	State	All	93
27	Investigator of Hairdressers	State	Registration of Hairdressers, Registration Division, Civil Service and Registration	46
27	Medical Director of Health Dispensary	Beverly	Health	1
27	Water Meter Reader	Brookline	Water	17



ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
27	Accountant	Everett	Auditor	3
27	School Physician	Fall River	Health	1
27	Social Work Supervisor	Greenfield	Welfare	4
27	Fire Alarm Operator	Lynn	Electrical	8
27	Inspector of Wires	North Adams	Public Works	2
27	Supervisor of Custodians, Buildings and Grounds	Stoneham	School	9
27	Inspector of Slaughtering	Waltham	Health Division, Welfare	5
27	Meter Reader and Water Inspector	West Springfield	Water	5
27	Elevator Inspector	Worcester	Public Works	1
October				
4	Collector, Logan Airport	State	Airport Management	51
4	Laboratory Assistant (Microbiology)	State	Institute of Laboratories, Diagnostic Laboratories, Public Health	4
4	Hearings Stenographer	State	Public Utilities	8
4	Principal Bookkeeper	State	Lyman School for Boys, Youth Service	20
4	Police Entrance	Avon	Police	2
4	Police Entrance	Greenfield	Police	8
4	Police Entrance	Manchester	Police	2
4	Senior Clerk	New Bedford	Fire	4
4	Policewoman	New Bedford	Police	24
4	Bookkeeping Machine Operator and Clerk-Typist	Newton	Assessing	2
4	Senior Clerk-Typist	Newton	City Clerk	6
4	Junior Civil Engineer, Grade 3	Norwood	Engineering	1
4	Senior Clerk-Typist	Pittsfield	Police	6
4	Junior Civil Engineer	Shrewsbury	Engineering	1
4	City Treasurer and Collector of Taxes	Worcester	City Treasurer and Collector of Taxes	17
4	Police Entrance	Wrentham	Police	5
18	Senior Bookkeeper	State	All	73
18	Head Psychiatric Social Worker	State	Mental Health	14
18	Occupational Therapist Assistant	State	Institutional Service, Mental Health	37
18	Diesel Engine Maintenance Foreman	State	M.D.C., Water	24
18	Senior Civil Engineering Draftsman	State	Public Utilities	7

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October 18	Institution Maintenance Foreman	State	Tewksbury State Hospital and Infirmary, Public Welfare	35
18	Senior Statistical Machine Operator	Boston	Police	13
18	City Electrician	Chelsea	Electrical	1
18	Water Meter Reader and Inspector	Everett	Public Works	13
18	Police Signal Operator	Fall River	Police	3
18	Senior Clerk-Typist	Gardner	Veterans' Services	7
18	Director of Recreation	Melrose	Park	1
18	Dietitian	Quincy	City Hospital	1
18	Director of Parks and Recreation	West Springfield	Recreation	2
25	Psychiatric Social Worker	State	Correction	10
25	Statistical Machine Operator	Boston	Police	50
25	Statistical Machine Operator	Boston	Collecting Division, Treasury	10
25	Senior Clerk-Stenographer	Cambridge	Sanatorium, Health	9
25	Institution Housekeeper	Haverhill	Glynn Memorial Home, Welfare	1
25	Inspector of Meats, Food and Provisions and Inspector of Slaughtering	Lawrence	Health	4
25	Senior Clerk-Stenographer	Leominster	Purchasing	1
25	Health Agent	Methuen	Health	8
25	City Treasurer and Tax Collector	Newburyport	City Treasurer and Tax Collector	5
November 1	Inspector of Bedding	State	Food and Drugs Division, Public Health	14
1	Senior Clerk	State	Lyman School for Boys, Youth Service	23
1	Billing Machine Operator	Billerica	Public Works	2
1	Public Works Inspector	Peabody	Public Works	3
1	Park Policeman	Pittsfield	Parks and Recreation	5
1	Deputy Sealer of Weights and Measures	South Hadley	Sealer of Weights and Measures	5

ENTRANCE EXAMINATIONS HELD (OPEN COMPETITIVE)

Date of Examination	Position	Jurisdiction	Department	Number Appeared
November				
8	Fire Fighter	West Springfield	Fire	11
8	Fire Fighter	Wilmington	Fire	3
8	Fire Fighter	Winchester	Fire	4
8	Supervisor of Attendance	Worcester	School	12
15	Senior Statistical Machine Operator	State	Cancer and Chronic Diseases, Public Health	8
15	Assistant Smoke Abatement Inspector	State	Smoke Inspection Division, Public Health	15
15	Public Health Nurse	Acushnet	Health	3
15	Public Health Nurse	Everett	Health	5
15	School Nurse and Supervisor of Attendance	Gardner	School	1
15	Child Welfare Nurse	Lawrence	Health	15
15	Public Health Nurse	Leominster	Health	2
15	Public Health Nurse	Melrose	Health	1
15	Public Health Nurse	Methuen	Health	1
15	Public Health Nurse	New Bedford	Health	8
15	Public Health Nurse	Quincy	Health	6
15	Senior Clerk-Typist	Randolph	Police	3
15	Bookkeeping Machine Operator	Springfield	Veterans' Services	1
15	Senior Laboratory Technician	Worcester	City Hospital	1
15	Physical Therapist	Worcester	City Hospital	2
22	Junior Bacteriologist	State	Mental Health	44
22	Statistical Machine Operator	State	Cancer and Chronic Diseases, Public Health	10
22	Accounting Machine Operator	Boston	Auditing	1
22	Junior Bacteriologist	Boston	Health	1
22	Public Health Dentist	Boston	Health	3
22	Superintendent of Parks and Playgrounds	Burlington	Park	1
22	Chief Meter Reader and Water Inspector	Chelsea	Water	1
22	Electric Station Operator	Chicopee	Light	7
22	X-Ray Technician	Fall River	General Hospital	2
22	Dental Hygienist	Fall River	Health	1
22	Meter Reader and Water Inspector	Gardner	Public Works	2
22	Recreation Leader	Norwood	Recreation	4
22	Meter Reader and Water Inspector	Revere	Engineering	10
22	Electrocardiograph Technician	Worcester	City Hospital	3



PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1957				
December				
7	Senior Statistical Machine Operator	State	Industrial Accidents	1
14	Senior Civil Engineer	State	M.D.C., Sewerage	4
14	Biometrician	State	Cancer and Chronic Diseases Division, Public Health	3
14	Chief of Laboratory	State	Food and Drugs Division, Public Health	2
14	Sanitary Biologist	State	Sanitary Engineering Division, Public Health	3
14	Budget Analyst	Boston	Budget Division, Administrative Services	4
14	Fire Lieutenant	Boston	Fire	273
14	Principal Clerk and Typist	Boston	Licensing	1
14	Junior Civil Engineer	Boston	Survey Division, Public Works	3
14	Welfare Agent	Boston	Welfare	2
14	Public Works Foreman	Holyoke	Public Works	3
14	Belmont Home Maintenance Foreman	Worcester	Welfare	1
1958				
January				
4	Police Sergeant	Lynn	Police	25
4	Police Sergeant	Plymouth	Police	8
4	Police Sergeant	Quincy	Police	33
11	Principal Clerk	State	Personnel and Standardization, Administration and Finance	3
11	Senior Clerk-Stenographer	State	Public Utilities	5
11	Supervising Investigator of Commercial Motor Vehicles	State	Commercial Motor Vehicles Division, Public Utilities	7
11	Head Social Work Supervisor	Boston	Long Island Hospital, Hospital	1
11	Cashier	Boston	Bridge Division-Tunnel Service, Public Works	3
11	Water Construction Foreman	Cambridge	Water	5
11	Senior Clerk-Typist	Framingham	Welfare	3
11	Police Lieutenant	Lawrence	Police	6
11	Police Inspector	Lynn	Police	8
11	Senior Clerk	Quincy	School	2
11	Senior Clerk-Stenographer	Quincy	School	4
11	Laundry Manager	Springfield	Municipal Hospital	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
1958				
January				
11	Assistant Superintendent of Streets and Sewers	West Springfield	Streets and Sewers	1
11	Principal Clerk	Worcester	Public Works	2
18	Senior Clerk	State	Division of the Blind, Education	3
18	Senior Clerk-Typist	State	Tewksbury State Hospital and Infirmary	5
18	Senior Clerk	Boston	Fire	4
18	Deputy Master, House of Correction	Boston	Penal Institutions	34
18	Head Clerk	Boston	School Buildings	2
18	Chief of Police	Barnstable	Police	9
18	Chief of Police	Cambridge	Police	4
18	Institution Housekeeper	Fall River	Bayside, Welfare	1
18	Chief of Police	Lawrence	Police	7
18	Highway Foreman	Medford	Highway	6
18	Superintendent of Highways	Medford	Highway	1
18	Senior Building Custodian	Methuen	School	11
18	Principal Clerk	Peabody	School	1
18	Chief of Police	Tisbury	Police	1
18	Principal Clerk and Stenographer	Worcester	Public Works	2
25	Employment Office Manager	State	Employment Security	73
25	Senior Clerk	State	Labor and Industries	9
25	Senior Clerk-Typist	State	Labor and Industries	9
25	Motor Equipment Repair Foreman	State	M.D.C., Parks	12
25	Water Storage System Sub-Foreman	State	M.D.C., Water	33
25	Foreman of Machinists	Boston	Fire	4
25	Foreman of Baths	Boston	Parks and Recreation	6
25	General Foreman of Mechanics & Craftmen	Boston	Parks and Recreation	3
25	Parks and Recreation Contract Supervisor	Boston	Parks and Recreation	1
25	Police Captain	Boston	Police	43
25	Police Captain	Lynn	Police	5
25	School Cafeteria Manager	New Bedford	School	4
25	Senior Clerk-Typist	Pittsfield	Veterans' Services	1
25	School Cafeteria Manager	West Springfield	School	3
25	Water System Foreman	Worcester	Public Works	19

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February				
1	Deputy Comptroller and Chief Accountant	State	Comptroller's Bureau, Administration and Finance	1
1	Senior Clerk-Stenographer	State	Personnel and Standardization Division, Administration and Finance	1
1	Senior Clerk-Typist	State	Personnel and Standardization Division, Administration and Finance	14
1	Senior Inspector of Dairy Products	State	Dairying and Animal Husbandry, Agriculture	7
1	Diesel Power Plant Operator	State	Water Division, Metropolitan District Commission	11
1	Senior Statistical Clerk	State	Sanatoria and Tuberculosis Control, Public Health	1
1	Senior Clerk-Typist	Boston	Purchasing Division, Printing Section, Administrative Services	1
1	Deputy Fire Chief	Boston	Fire	18
1	Senior Bacteriologist	Boston	City Hospital, Hospital	1
1	Building Maintenance Supervisor	Boston	Parks and Recreation	9
1	Correction Officer and Cook	Boston	Penal Institutions	9
1	Highway District Foreman	Boston	Highway Division, Public Works	27
1	Mechanician	Medford	Fire	6
1	Deputy Fire Chief	Quincy	Fire	8
1	Assistant Civil Engineer, Grade 4	Quincy	Public Works	3
1	Superintendent of Highways	South Hadley	Highway	1
1	Supervisor of Foremen	Watertown	Highway	1
8	Senior Worker with the Blind	State	Division of the Blind, Education	2
8	Principal Clerk and Stenographer	Boston	City Hospital, Hospital	13
8	Correction Officer and Clothing Cutter	Boston	Penal Institutions	2
8	Traffic Sign Supervisor	Boston	Traffic	1
8	Fire Lieutenant	Beverly	Fire	22



PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
February				
8	Fire Lieutenant	Medford	Fire	54
8	Fire Lieutenant	Quincy	Fire	56
15	Personnel Supervisor	State	Mental Health	4
15	Chief Power Plant Engineer, Grade A	State	Sewerage Division (Deer Island Pumping Station) Metropolitan District Commission	5
15	Fire Captain	Boston	Fire	7
15	Fire Captain	Attleboro	Fire	13
15	Fire Captain	Quincy	Fire	17
15	Fire Captain	Watertown	Fire	4
March				
1	Senior Clerk-Typist	State	Massachusetts Correctional Institution (Walpole) Correction	1
1	Senior Bookkeeper	State	Fisheries and Game, Natural Resources	2
1	Principal Clerk	State	Probation	10
1	Senior Clerk	State	Probation	13
1	Senior Statistical Machine Operator	State	Registry of Motor Vehicles	3
1	District Fire Chief	Boston	Fire	42
1	Head Clerk and Secretary to Chief	Boston	Fire	4
1	Principal Clerk-Typist	Boston	Parks and Recreation	2
1	Teller	Boston	Collecting Division, Treasury	4
1	Water System Foreman	Lawrence	Water Division, Engineering	4
1	Senior Accountant	Malden	Welfare	4
1	Senior Building Inspector and Plan Examiner	Worcester	Public Works	7
8	Industrial Accident Investigator	State	Industrial Accidents	11
8	Statistical Machine Operator	State	Registry of Motor Vehicles	8
8	Machinist Foreman	Boston	Long Island Hospital, Hospital	1
8	Senior Traffic Investigator	Boston	Traffic	4
8	Principal Account Clerk	Boston	Collecting Division, Treasury	8
8	Deputy Welfare Agent	Malden	Welfare	7
8	Principal Clerk	Malden	Welfare	3

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
March				
8	Supervisor of Equipment and Repairs	Medford	Highway	2
8	Sewer Foreman	Quincy	Sewer Division, Public Works	7
8	Highway Foreman	Randolph	Highway	4
15	Senior Field Accountant	State	Auditor	7
15	Junior Clerk-Stenographer	State	Corporations and Taxation	4
15	Senior Clerk-Typist	State	Worcester State Hospital, Mental Health	8
15	Principal Clerk-Typist	Boston	Registry Division, Health	12
15	Deputy Collector	Boston	Collecting Division, Treasury	5
15	Principal Clerk	Boston	Collecting Division, Treasury	7
15	Sewage Pumping Station Operator	Gloucester	Public Works	2
15	Assistant Superintendent of Cemeteries	New Bedford	Cemetery	2
22	Principal Buyer	State	Purchasing Bureau, Administration and Finance	1
22	Senior Clerk-Stenographer	State	Employees' Group Insurance	1
22	Senior Clerk	Boston	Survey Division, Public Works	1
22	Assistant Master Mechanic	New Bedford	Fire	5
29	Semi-Senior Field Accountant (County Auditing Section)	State	Bureau of Accounts, Local Finances Division, Corporations and Taxation	8
29	Chief of Bureau of Food	Boston	Section of Environmental Sanitation, Health Division, Health	4
29	Garage Foreman	Boston	Automotive Division, Public Works	10
29	Senior Settlement Clerk	Boston	Veterans' Services	3
April				
12	Assistant Civil Engineer	State	M.D.C., Water	8
12	Senior Clerk-Stenographer	State	Registry of Motor Vehicles	22
12	Senior Clerk-Senior Clerk-Typist	State	Registry of Motor Vehicles	167

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
April 12	General Foreman of Printing Production	Boston	Printing Section, Purchasing Division, Administrative Services	3
12	Police Lieutenant	Boston	Police	86
12	Police Lieutenant	Beverly	Police	6
12	Senior Clerk-Stenographer	Brookline	School	11
12	Police Lieutenant	Everett	Police	7
12	Medical Social Worker	Everett	Welfare	1
12	Public Works Foreman	Gardner	Public Works	5
12	Chief of Police	Medfield	Police	4
12	Deputy Chief of Police	New Bedford	Police	4
12	Senior Building Custodian	Randolph	School	3
12	Chief of Police	South Hadley	Police	4
12	Senior Building Custodian	West Springfield	School	4
26	Head Clerk	State	Administration Division, Public Health	1
26	Junior Clerk-Stenographer	State	Employment Security	4
26	Head Pension Examiner	Boston	Retirement	3
26	Senior Account Clerk	Boston	Retirement	4
26	Senior Pension Examiner	Boston	Retirement	1
26	Senior Clerk-Typist	Brockton	Public Property	1
26	School Cafeteria Manager	Gardner	School	1
26	Junior Civil Engineer, Grade 3	Quincy	Engineering Division, Public Works	3
May 3	Head Clerk	State	Personnel and Standardization, Administration and Finance	1
3	Supervisor of Accident Records, R.M.V.	State	Registry of Motor Vehicles	3
3	Supervisor of Special Services, R.M.V.	State	Registry of Motor Vehicles	25
3	Motor Equipment Repair Foreman	Boston	Public Works	14
3	Fire Lieutenant	Canton	Fire	5
3	Police Sergeant	Chelmsford	Police	4
3	Police Sergeant	East Longmeadow	Police	3
3	Police Sergeant	Everett	Police	47
3	Fire Lieutenant	Haverhill	Fire	28
3	Superintendent of Water and Sewer System	Medford	Water and Sewer	3



PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
May				
3	Police Sergeant	North Attleboro	Police	1
3	Police Sergeant	Waltham	Police	23
10	Motor Vehicle Hearings Officer	State	Registry of Motor Vehicles	50
10	Supervisor of Tabu- lating Services	State	Registry of Motor Vehicles	1
10	Principal Fire Alarm Operator	Boston	Fire	9
10	Fire Captain	Cambridge	Fire	23
10	Fire Captain	Chicopee	Fire	14
10	Fire Captain	Marblehead	Fire	7
10	Fire Captain	Needham	Fire	11
10	Fire Captain	Winchester	Fire	4
17	Police Sergeant	Boston	Police	864
24	Senior Budget Examiner	State	Budget Bureau, Administration and Finance	3
24	Senior Budget Examiner	State	Personnel and Standardization, Administration and Finance	4
24	Boatswain, Coastal Patrol Boat	State	Natural Resources	2
24	Head Clerk	State	Public Welfare	3
24	Head Administrative Clerk	State	Registry of Motor Vehicles	19
24	Principal Statisti- cal Clerk	State	Registry of Motor Vehicles	2
24	Head Administrative Clerk	State	Secretary of the Commonwealth	4
24	Legal Assistant	Boston	Workmen's Compensation Service, Law	1
24	Principal Bookkeeper	Boston	Welfare	8
24	Fire Chief	Chicopee	Fire	8
24	Assistant Fire Chief	Stoughton	Fire	4
June				
7	Senior Clerk-Typist	State	Auditor	4
7	Senior Clerk- Stenographer	State	Public Welfare	40
7	Senior Statistical Clerk	State	Public Welfare	18
7	Chief Administrative Clerk	State	Registry of Motor Vehicles	6
7	Senior Clerk- Stenographer	Boston	Health Division, Health	1
7	Head Social Work Supervisor	Boston	City Hospital, Hospital	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
June 7	Personnel Assistant	Boston	Central Office, Public Works	1
7	Traffic Sign Maintenance Foreman	Boston	Traffic	6
7	Public Works Foreman	Arlington	Public Works	10
7	Principal Clerk and Stenographer	Everett	School	2
7	General Foreman	New Bedford	Water	2
7	Senior Medical Stenographer	Quincy	City Hospital	4
14	Principal Interviewer, DES	State	Employment Security	242
14	Principal Clerk-Typist	Boston	Purchasing Division, Administrative Services	3
14	Senior Clerk-Typist	Boston	Registry Division, Health	8
21	Senior Clerk Interviewer, DES	State	Employment Security	212
21	Principal Bookkeeper	State	Registry of Motor Vehicles	2
21	Elevator Supervisor	State	Superintendent of Buildings	4
28	Senior Clerk	State	Insurance Division, Banking and Insurance	18
28	Field Investigator, DES	State	Employment Security	36
28	Senior Clerk	State	Employment Security	141
28	Senior Clerk-Typist	State	Employment Security	49
28	Senior Clerk-Stenographer	State	Public Health	16
28	Senior Clerk-Stenographer	State	Public Welfare	38
28	Principal Clerk	State	Welfare Audits, Public Welfare	6
28	Senior Clerk	State	Public Works	3
28	Junior Building Custodian and Public Works Laborer	Beverly	Public Works	3
28	Filter Operator	Lawrence	Engineering	2
July 11	Senior Transportation Officer	State	Correction	29
11	Electrician	State	Superintendent of Buildings	1
11	Principal Clerk and Stenographer	Boston	General Services Section, Health Division, Health	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
July				
11	Police Sergeant	Barnstable	Police	8
11	Senior Clerk- Stenographer	Brockton	School	1
11	Senior Clerk-Typist	Brockton	Welfare	1
11	School Cafeteria Manager	Burlington	School	4
11	Police Sergeant	Gloucester	Police	9
11	Police Sergeant	Hull	Police	14
11	Police Sergeant	Ludlow	Police	4
11	Police Sergeant	Wakefield	Police	5
11	Head Clerk	Worcester	Public Works	3
18	Semi-Senior Field Accountant	State	Auditor	11
18	Junior Library Assistant	State	Education	1
18	Motor Equipment Repair Foreman	State	Metropolitan District Commission	2
18	Senior Clerk	State	Soldiers' Home In Massachusetts (Chelsea)	1
18	Psychiatric Social Work Supervisor	Boston	City Hospital, Hospital	1
18	Cashier	Boston	Highway Division, Public Works	1
18	Chief of Police	Fitchburg	Police	4
18	Chief of Police	Greenfield	Police	4
18	Storekeeper	Medford	Highway	3
18	Cemetery Foreman	North Adams	Cemetery	1
18	Storekeeper	North Adams	Public Works	3
18	Chief of Police	Somerville	Police	12
18	General Street Foreman	Worcester	Bureau of Streets, Public Works	13
25	Principal Bookkeeper	State	Insurance Division, Banking and Insurance	2
25	Second Assistant City Registrar	Boston	Registry Division, Health	1
25	First Assistant City Registrar	Boston	Registry Division, Health	1
25	Timekeeper	Arlington	Public Works	1
25	Police Lieutenant	Barnstable	Police	5
25	Police Sergeant	Haverhill	Police	15
25	Timekeeper	Medford	Highway	2
25	Police Sergeant	Needham	Police	11
25	Assistant Supervisor of Refuse Disposal Division	New Bedford	Health	8
25	Supervisor of Refuse Disposal Division	New Bedford	Health	5
25	Principal Clerk-Typist	Newton	School	2
25	Police Lieutenant	Watertown	Police	4



PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
August 1	Electrician	State	Logan International Airport, Airport Management	1
1	Head Clerk	State	Commerce	1
1	Senior Clerk	Boston	Administrative Division, 1 Administrative Services	1
1	Assistant Library Housekeeper	Boston	Public Library	3
1	Deputy Fire Chief	Brookline	Fire	5
1	Senior Building Custodian	Chicopee	School	12
1	Welfare Agent	Somerville	Welfare	4
1	Deputy Fire Chief	Watertown	Fire	4
1	Senior Clerk-Typist	Worcester	City Clerk	5
8	Senior Clerk-Typist	Boston	Traffic	2
8	Fire Captain	Brookline	Fire	17
8	Fire Captain	Danvers	Fire	3
8	Senior Clerk-Typist	Newton	Street	2
8	Deputy Building Commissioner	Springfield	Building	3
15	Bindery Foreman	Boston	Public Library	3
15	Principal Civil Engineer	Boston	Sewer Division, Public Works	1
15	Principal Clerk and Hearings Stenographer	Boston	Traffic	2
15	Park Foreman	Lowell	Public Works	3
16	Senior Statistical Machine Operator	State	Division of Personnel and Standardization, Administration and Finance	1
16	Senior Statistical Machine Operator	Boston	Auditing	4
22	Fire Lieutenant	Andover	Fire	4
22	Water Service Inspector	Quincy	Water Division, Public Works	2
23	Principal Clerk, Community School Lunch Programs	State	Education	1
September 6	Principal Account Examiner	Boston	Auditing	7
6	Street Cleaning and Waste Collection Inspector	Boston	Sanitary Division, Public Works	99

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
6	Civil Engineer, Grade 3	Arlington	Engineering	1
6	Senior Building Custodian	Brockton	School	18
6	Assistant Superintendent of Sanitation and Timekeeper	Lawrence	Health	3
6	Senior Building Custodian	Revere	School	11
6	Senior Clerk-Typist	Springfield	School	8
6	Cemetery Superintendent	Winthrop	Cemetery	2
6	Park Foreman	Worcester	Parks and Recreation	14
13	Recreation Leader (General)	Brookline	Recreation	2
13	Foreman Inspector	Fall River	Wire Division, Public Works	1
13	Principal Clerk	Fitchburg	Public Works	1
13	Water System Foreman	Shrewsbury	Water	3
13	Water System Foreman	Somerville	Water Division, Public Works	2
20	Principal Clerk (Town, District and County Note Section)	State	Accounts Bureau, Local Finances Division, Corporations and Taxation	5
20	Electrician	State	Blue Hills Division, Metropolitan District Commission	1
20	Electrician	State	Middlesex Fells Division, Metropolitan District Commission	1
20	Senior Clerk-Stenographer	State	Water Division, (Boston Office) Metropolitan District Commission	1
20	Head Clerk	Boston	Printing Section, Purchasing Division, Administrative Services	1
20	Principal Public Health Nurse	Boston	Health Division, Health	3
20	Clerk of Works	Boston	City Hospital, Hospital	3
20	Senior Personnel Officer	Boston	City Hospital, Hospital	3
20	Steward	Boston	Long Island Hospital, Hospital	1
20	Second Class Stationary Engineer	Boston	Penal Institutions	1

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
September				
20	Highway Foreman	Chelsea	City Engineering, Streets and Sewer	1
27	Senior Clerk Senior Clerk-Typist	State	Local Finances Division, Accounts Bureau, Corporations and Taxation	3
27	Senior Municipal Examiner	State	Local Finances Division, Accounts Bureau, Corporations and Taxation	26
27	Senior Clerk-Stenographer	State	Water Division, (Distribution Section) Metropolitan District Commission	1
27	Authorizing Agent For Veterans' Services	State	Veterans' Services	6
27	Senior Clerk-Typist	Boston	Long Island Hospital, Hospital	3
27	Public Works Foreman	Holyoke	Public Works	4
27	Senior Bookkeeper	Malden	Controller of Accounts	2
October				
4	Assistant Chief of Investigators, Veterans' Services	State	Veterans' Services	9
4	Principal Clerk and Stenographer	Boston	Health Division, Health	6
4	Principal Clerk-Typist	Boston	Health Division, Health	11
4	Supervisor of School Lunches	Boston	School	9
4	Police Captain	Brockton	Police	4
4	Chief of Police	Brookline	Police	4
4	Police Captain	Haverhill	Police	7
4	Police Captain	Lawrence	Police	5
4	Police Chief	North Andover	Police	7
4	Senior Clerk	Springfield	Water	2
18	Senior Clerk	State	Comptroller's Bureau, Administration and Finance	12
18	Semi-Senior Municipal Examiner	State	Accounts Bureau, Local Finances Division, Corporation and Taxation	16
18	Senior Clerk-Stenographer	Boston	Sanatorium, Hospital	5
18	Park Maintenance Foreman	Boston	Parks and Recreation	33
18	Senior Statistical Machine Operator	Boston	Collecting Division, Treasury	2



PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

Date of Examination	Position	Jurisdiction	Department	Number Appeared
October				
18	Police Sergeant	Brockton	Police	36
18	Police Sergeant	Brookline	Police	44
18	Police Sergeant	Fall River	Police	43
18	Police Sergeant	Holyoke	Police	18
18	Police Sergeant	Lawrence	Police	43
18	Police Sergeant	Methuen	Police	12
18	Police Sergeant	Natick	Police	9
18	Principal Clerk	Newton	Puchasing	1
18	Police Sergeant	Peabody	Police	14
18	Yard Foreman and Timekeeper	Taunton	Streets and Ways	1
25	Institution Main-tenance Foreman	State	Massachusetts Correc-tional Institution, Walpole, Correction	1
25	Police Lieutenant	Brockton	Police	7
25	Principal Clerk	Chelsea	Electrical	1
25	Sergeant	Concord#	Police	11
25	Head Clerk	Fall River	Assessors	1
25	Sanitary Foreman	Lynn	Sanitary	24
25	Senior Clerk-Typist	Worcester	Welfare	9
November				
1	Senior Clerk-Stenographer	State	Commerce	4
1	Forest and Park Supervisor	State	Forest and Parks Division, Forest Development Bureau, Natural Resources	7
1	Forest and Park Supervisor	State	Forest and Parks Division, Recreation Bureau, Natural Resources	2
1	Identification Operator	State	Public Safety	7
1	Fire Lieutenant	Gardner	Fire	3
1	Fire Lieutenant	Holyoke	Fire	23
1	Fire Lieutenant	Lynn	Fire	41
1	Fire Lieutenant	Plymouth	Public Safety Commis-sion, Fire	5
1	Dispatcher	Quincy	Public Works	3
1	Fire Lieutenant	Winchester	Fire	11
8	Chief Statistical Machine Operator	State	Personnel and Stand-ardization Division, Administration and Finance	1
8	Head Clerk	State	Insurance Division, Banking and Insurance	4
8	Principal Clerk	State	Correctional Institu-tions, Correction	9

PROMOTIONAL COMPETITIVE EXAMINATIONS HELD

ate of amination	Position	Jurisdiction	Department	Number Appeared
November 8	Industrial Shop Manager (Laundry)	State	Massachusetts Correc- tional Institution (Walpole) Correction	1
8	Fire Captain	Holyoke	Fire	9
8	Fire Captain	Worcester	Fire	47
8	Chief Supervisor of Attendance	Worcester	School	2
15	Supervising Indus- trial Inspector	State	Industrial Safety Division, Labor and Industries	9
15	Principal Clerk	State	Statistics Division, Labor and Industries	2
15	Deputy Fire Chief	Holyoke	Fire	7
15	Deputy Fire Chief	Peabody	Fire	4
15	Deputy Fire Chief	Taunton	Fire	9
15	Principal Clerk and Stenographer	Worcester	School	10
22	Principal Clerk	State	Highways Division, Public Works	44
22	Principal Clerk	State	Waterways Division, Public Works	1
22	Watchman	Boston	Sanatorium Division, Hospital	1
22	Chief Stationary Engineer	Boston	Welfare	2
22	Superintendent of Parks and Play- grounds	Medford	Park	4
22	Electric Water Pumping Station Operator and Oiler	New Bedford	Water	3
22	Diesel Power Plant Operator and Main- tenance Foreman	Peabody	Municipal Lighting	2
22	Diesel Power Plant Operator and Main- tenance Man	Peabody	Municipal Lighting	3

STATISTICS

NON-COMPETITIVE OR QUALIFYING EXAMINATIONS AUTHORIZED

1.	Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A.	
	The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who had been employed in the next lower grade at least three years. (The average length of service of these persons was seventeen years, ten months, at the date of authorization.)	558
2.	Other qualifying examinations under Chapter 31:	
	Under Section 2A(b).	
	Changes in grade resulting from making classification plans effective.	2
	Under Section 15(a).	
	Where an open competitive examination had been held, and no suitable eligible list had been established as the result.	5
	Under Section 47A.	
	Offices and positions placed under civil service by statute.	150
	Under Section 49A.	
	Offices placed under civil service and the continuance of the incumbents in the offices made subject to qualifying examination, by vote of the municipality.	1
3.	Qualifying examinations under special legislation.	
	Positions placed under civil service by statutes which provided that the incumbents be given such examinations.	34
4.	Veterans' promotional qualifying examinations in accordance with Chapter 708, Acts of 1941, as amended.	<u>1</u>
	Total	751



PRACTICAL TESTS

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Cable Splicer	Boston Fire	2	6
Lifeguard	Statewide	337	86
Lineman	Boston Fire	13	1
Motor Equipment Operator, Traffic Sign Maintenance Man	Fall River Traffic	1	-
Parking Meter Repairman	Quincy Public Works	3	9
Senior Hospital House Worker	Boston Long Island Hospital	4	2
Sign Painter	State	2	5
Sign Painter	State and Boston	2	4
Sign Painter	State and Chicopee	-	1
Sign Painter	State and Lynn	-	1
Sign Painter	State and Medford	-	1
Sign Painter	State and New Bedford	-	1
Sign Painter	State and Somerville	-	1
Sign Painter	Boston	-	1
Sign Painter	Cambridge	-	1
Sign Painter	Everett	-	1
Sign Painter	Fall River	-	3
Sign Painter	Newton	-	1
Sign Painter	Norwood	2	1
Sign Painter	Somerville	1	3
Signal Maintainer	Brockton Fire	1	-
Signal Maintainer	Cambridge Electrical	6	4
Tree Climber	Statewide	129	7
Tree Surgeon	Statewide	16	14
Tree Climber and Tree Surgeon	Statewide	<u>2</u>	<u>4</u>
Totals		521	158

SUMMARY OF OFFICIAL SERVICE EXAMINATIONS

SERVICE	NUMBER OF EXAMINATIONS HELD					NUMBER NOTIFIED	NUMBER EXAMINED		
	Entrance		Promotion		Total		Males	Females	Total
	Comp.	Non-Comp.	Comp.	Qual.					
STATEWIDE	17	-	-	-	17	13,035	5,352	5,018	10,370
STATE	125	56	103	221	505	7,988	3,712	2,232	5,944
BOSTON	48	-	84	60	192	3,889	2,555	313	2,868
OTHER CITIES AND TOWNS	374	104	176	131	785	4,869	3,266	826	4,092
WELFARE DISTRICTS	-	-	-	-	-	-	-	-	-
TOTALS	564	160	363	412	1,499	29,781	14,885	8,389	23,274

COMPARATIVE TABLE

1958	564	160	363	412	1,499	29,781	14,885	8,389	23,274
1957	654	112	391	393	1,550	28,030	12,342	6,250	18,592
1956	557	260	427	318	1,562	28,162	12,746	6,145	18,891
1955	572	143	343	412	1,470	34,242	17,725	5,164	22,889
1954	535	299	297	335	1,466	31,185	13,042	7,469	20,511
1953	471	127	330	345	1,273	33,005	19,064	6,311	25,375
1952	623	108	281	298	1,310	24,327	10,742	8,050	18,792
1951	378	108	265	347	1,098	35,813	18,471	8,946	27,417
1950	519	288	241	464	1,512	37,258	17,465	12,916	30,381
1949	412	346	256	446	1,460	39,899	25,808	4,869	30,677

	NUMBER PASSING EXAMINATIONS							
YEAR	MALES			FEMALES				TOTAL
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	
1958	468	4,680	1,688	6	109	9	5,288	12,248
1957	427	3,794	1,334	5	73	5	2,550	8,188
1956	510	4,177	1,406	7	110	22	5,679	11,911
1955	775	3,758	1,149	12	100	7	2,954	8,755
1954	618	4,790	1,639	10	180	17	4,756	12,010
1953	708	3,988	1,170	4	84	5	1,475	7,434
1952	663	3,933	1,635	11	154	22	5,681	12,099
1951	844	4,068	1,394	13	97	6	2,882	9,304
1950	767	4,160	1,714	18	192	14	5,354	12,219
1949	1,026	6,503	2,293	18	106	-	3,259	13,205

## NUMBER OF APPLICATIONS FILED

## TEN YEAR SUMMARY

Year	Official Service	Labor Service	Total
1958	32,060	16,767	48,827
1957	31,084	11,895	42,979
1956	28,899	9,634	38,533
1955	42,319	13,363	55,682
1954	25,688	14,924	40,612
1953	37,287	7,176	44,463
1952	23,053	9,790	32,843
1951	38,387	8,752	47,139
1950	40,093	12,913	53,006
1949	46,501	20,218	66,719

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF  
POLICE OR COURT RECORD

	OFFICIAL SERVICE	LABOR SERVICE	Total
State	95	630	725
Boston	96	279	375
Other Cities and Towns	172	1,206	1,378
Total	363	2,115	2,478

## NUMBER OF PHYSICAL EXAMINATIONS

	OFFICIAL SERVICE	LABOR SERVICE	Total
Number Examined	6,182	5,827	12,009
Number Passed	5,047	5,316	10,363



ELIGIBLE LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED			NUMBER EXAMINED			NUMBER PASSED									NUMBER FAILED
							MALES			FEMALES						
	ENTRANCE	PROMOTIONS	TOTAL	MALES	FEMALES	TOTAL	DISABLED VETERANS	VETERANS	NON- VETERANS	DISABLED VETERANS	VETERANS	GOLD STAR	NON- VETERANS	TOTAL		
STATE- IDE	17	-	17	5,040	4,911	9,951	161	1,243	648	5	36	5	3,713	5,811	4,140	
STATE	108	101	209	3,995	1,314	5,309	166	1,053	274	1	35	3	839	2,371	2,938	
DISTON	46	94	140	2,828	426	3,254	39	1,068	286	-	14	1	351	1,759	1,495	
OTHER ITIES TOWNS	404	194	598	3,433	703	4,136	102	1,316	480	-	24	-	385	2,307	1,829	
ELFARE DISTRICTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTALS	575	389	964	15,296	7,354	22,650	468	4,680	1,688	6	109	9	5,288	12,248	10,402	

COMPARATIVE TABLE

958	575	389	964	15,296	7,354	22,650	468	4,680	1,688	6	109	9	5,288	12,248	10,402	
957	604	391	995	10,639	4,316	14,955	427	3,794	1,334	5	73	5	2,550	8,188	6,767	
956	559	386	945	13,323	8,398	21,721	510	4,177	1,406	7	110	22	5,679	11,911	9,810	
955	556	327	883	15,782	5,778	21,560	775	3,758	1,149	12	100	7	2,954	8,755	12,805	
954	506	330	836	15,614	8,050	23,664	618	4,790	1,639	10	160	17	4,756	12,010	11,654	
953	595	311	906	13,682	3,017	16,699	708	3,988	1,170	4	84	5	1,475	7,434	9,265	
952	500	261	761	13,904	8,896	22,800	663	3,933	1,635	11	154	22	5,681	12,099	10,701	
951	450	282	732	15,037	5,460	20,497	844	4,066	1,394	13	97	6	2,882	9,304	11,193	
950	400	253	653	16,944	12,797	29,741	767	4,160	1,714	18	192	14	5,354	12,219	17,522	
949	334	200	534	21,328	5,573	26,901	1026	6,503	2,293	18	106	-	3,259	13,205	13,696	

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS

SERVICE	PERMANENT							TEMPORARY							PROMOTIONS	GRAND TOTAL		
	MALES			FEMALES				TOTAL	MALES			FEMALES					TOTAL	
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star		Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans				Gold Star
OFFICIAL SERVICE																		
DATE	104	298	110	-	14	610	2	1138	190	567	312	-	3	419	1	1492	1560	4190
STON	77	120	47	3	3	145	1	396	13	43	43	1	-	363	1	464	353	1213
HER																		
TIES	129	758	243	2	17	654	1	1804	11	96	50	-	-	207	-	364	858	3026
OWNS																		
LFARE	-	-	-	-	-	5	-	5	-	-	-	-	-	-	-	-	-	5
STRICTS																		
TOTAL	310	1176	400	5	34	1414	4	3343	214	706	405	1	3	989	2	2320	2771	8434

OFFICIAL SERVICE

TEN-YEAR COMPARATIVE TABLE

58	310	1176	400	5	34	1414	4	3343	214	706	405	1	3	989	2	2320	2771	8434
57	426	1456	329	2	35	1100	9	3357	285	781	327	2	12	1121	5	2533	2630	8520
56	460	1387	309	7	40	1218	7	3428	307	767	298	6	24	1030	10	2442	2925	8795
55	569	1282	346	4	33	1035	6	3275	271	724	274	2	15	1457	9	2752	3618	9645
54	522	1200	391	9	40	1114	8	3284	196	469	164	6	18	1107	3	1963	2326	7573
53	531	1170	400	11	67	1031	7	3217	106	297	161	4	14	685	-	1267	1635	6119
52	481	1072	409	19	73	1190	8	3252	121	339	149	2	27	702	1	1341	1469	6062
51	705	1702	534	9	61	1266	9	4286	171	595	247	6	50	950	3	2022	1231	7539
50	789	1856	499	-	-	995	4	4143	158	580	241	-	-	574	1	1554	1605	7302
49	518	1814	546	-	-	1277	-	4155	34	244	104	-	-	399	-	781	1881	6817

LABOR SERVICE

DATE	*	220	5	*	1	5	2	233	*	600	173	*	17	221	11	1022	587	1842
STON	*	111	90	*	-	42	2	245	*	77	45	*	-	102	1	225	218	688
HER	*	395	125	*	-	370	-	890	*	1643	864	*	-	431	-	2938	707	4535
TIES	*	726	220	*	1	417	4	1368	*	2320	1082	*	17	754	12	4185	1512	7065
TOWNS	*	726	220	*	1	417	4	1368	*	2320	1082	*	17	754	12	4185	1512	7065
TOTAL	*	726	220	*	1	417	4	1368	*	2320	1082	*	17	754	12	4185	1512	7065

TEN-YEAR COMPARATIVE TABLE

958	*	726	220	*	1	417	4	1368	*	2320	1082	*	17	754	12	4185	1512	7065
957	*	956	310	*	5	447	4	1722	*	2355	1234	*	5	571	9	4174	1942	7838
956	*	1235	340	*	6	710	3	2294	*	2846	1540	*	36	787	9	5218	2266	9778
955	*	1100	177	*	8	631	7	1923	*	2954	925	*	20	795	3	4697	1180	7800
954	*	787	302	*	5	377	2	1473	*	2577	805	*	13	639	18	4052	998	6523
953	*	1064	259	*	7	279	4	1613	*	1352	817	*	43	379	11	2602	1363	5578
952	*	942	466	*	13	503	5	1929	*	2160	654	*	8	306	7	3135	1036	6100
951	*	1146	434	*	1	649	6	2236	*	2949	838	*	-	303	3	4093	1202	7531
950	*	1168	229	*	-	339	2	1738	*	2590	150	*	-	273	-	3013	795	5546
949	*	1189	286	*	-	519	-	1994	*	3607	488	*	-	244	-	4339	1087	7420

Disabled Veterans' Preference does not apply to Labor Service

GRAND TOTAL	310	1902	620	5	35	1831	8	4711	214	3026	1487	1	20	1743	14	6505	4283	15499
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NUMBER OF PROVISIONAL APPOINTMENTS APPROVED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>		<u>GRAND TOTAL</u>
	Pending <u>Examination</u>	<u>Temporary</u>	<u>Total</u>	<u>Temporary</u>	<u>Total</u>	
State	863	14,336	15,199	480	480	15,679
Boston	235	1,896	2,131	775	775	2,906
Other Cities and Towns	1,680	4,531	6,211	1,230	1,230	7,441
Welfare Districts	<u>15</u>	<u>5</u>	<u>20</u>	<u>-</u>	<u>-</u>	<u>20</u>
Total	2,793	20,768	23,561	2,485	2,485	26,046

NUMBER OF PROVISIONAL APPOINTMENTS

TEN YEAR SUMMARY

<u>YEAR</u>	<u>OFFICIAL SERVICE</u>				<u>LABOR SERVICE</u>				<u>GRAND TOTAL</u>
	<u>State</u>	<u>Boston</u>	<u>Other Cities &amp; Towns</u>	<u>Total</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities &amp; Towns</u>	<u>Total</u>	
1958	15,199	2,131	6,231	23,561	480	775	1,230	2,485	26,046
1957	10,148	1,585	5,487	17,220	477	912	1,146	2,535	19,755
1956	10,298	1,473	5,631	17,402	307	1,043	1,071	2,421	19,823
1955	10,428	1,199	5,594	17,221	337	1,301	1,270	2,908	20,129
1954	9,099	1,152	5,467	15,718	249	899	2,330	3,478	19,196
1953	8,004	1,299	5,439	14,742	335	859	2,346	3,540	18,282
1952	9,247	2,246	5,092	16,585	510	977	1,859	3,346	19,931
1951	9,656	2,976	5,269	17,901	508	1,300	2,605	4,413	22,314
1950	15,740	3,321	5,456	24,517	178	800	2,896	3,874	28,391
1949	11,318	3,583	5,305	20,206	68	744	2,449	3,261	23,487



NUMBER OF REQUISITIONS RECEIVED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>			<u>GRAND TOTAL</u>
	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	
State	3,268	5,840	9,108	352	1,768	2,120	11,228
Boston	923	1,055	1,978	464	536	1,000	2,978
Other Cities and Towns	4,242	3,724	7,966	1,589	2,536	4,125	12,091
Welfare Districts	<u>17</u>	<u>2</u>	<u>19</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>19</u>
Total	8,450	10,621	19,071	2,405	4,840	7,245	26,316

NUMBER OF REQUISITIONS CANCELLED

State	440	6	446
Boston	76	4	80
Other Cities and Towns	204	13	217
Welfare Districts	<u>-</u>	<u>-</u>	<u>-</u>
Total	720	23	743

NUMBER OF PERSONS CERTIFIED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>			<u>GRAND TOTAL</u>
	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	
State	29,332	27,237	56,469	3,713	10,430	14,143	70,612
Boston	3,728	3,183	6,911	2,067	1,103	3,170	10,081
Other Cities and Towns	10,981	3,128	14,109	7,326	13,676	21,002	35,111
Welfare Districts	<u>117</u>	<u>64</u>	<u>181</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>181</u>
Total	44,058	33,612	77,670	13,106	25,209	38,315	115,985

NUMBER OF TRANSFERS

	<u>OFFICIAL SERVICE</u>		<u>LABOR SERVICE</u>		<u>TOTAL</u>
State	1,579		62		1,641
Boston	266		72		338
Other Cities and Towns	385		70		455
Welfare Districts	<u>2</u>		<u>-</u>		<u>2</u>
Total	2,232		204		2,436

SEPARATIONS FROM SERVICE

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	422	353	961	1,736
Death	80	123	300	503
Retirement	179	324	861	1,364
Position Abolished	1	35	13	49
Discharged during probationary period	2	19	23	44
Military Service	13	7	7	27
Sickness	173	157	113	443
Lack of work or funds	-	-	144	144
Cause	<u>33</u>	<u>46</u>	<u>103</u>	<u>182</u>
Totals	903	1,064	2,525	4,492

REINSTATEMENTS

Resignation	27	51	85	163
Retirement	-	-	-	-
Position Abolished	-	-	-	-
Military Service	1	7	12	20
Sickness	156	96	110	362
Lack of work or funds	1	-	152	153
Cause	<u>5</u>	<u>28</u>	<u>65</u>	<u>98</u>
Totals	190	182	424	796

# SEPARATIONS FROM SERVICE

## TEN YEAR SUMMARY

	<u>1958</u>	<u>1957</u>	<u>1956</u>	<u>1955</u>	<u>1954</u>	<u>1953</u>	<u>1952</u>	<u>1951</u>	<u>1950</u>	<u>1949</u>
Resignation	1,736	2,267	2,510	1,561	1,495	1,816	1,751	1,535	1,033	1,312
Death	503	492	430	435	400	452	477	410	387	501
Retirement	1,364	1,410	1,373	1,327	1,440	1,477	1,253	1,099	905	1,188
Position Abolished	49	22	10	12	23	42	30	12	11	20
Discharged during Probationary Period	44	117	98	96	92	144	185	279	97	92
Military Service	27	33	28	27	29	62	142	364	215	36
Sickness	443	508	571	488	474	508	524	457	376	438
Lack of Work or Funds	144	99	147	209	151	75	173	265	296	279
Cause	<u>182</u>	<u>138</u>	<u>178</u>	<u>120</u>	<u>160</u>	<u>173</u>	<u>343</u>	<u>195</u>	<u>85</u>	<u>100</u>
Total	4,492	5,086	5,345	4,275	4,264	4,749	4,878	4,616	3,405	3,966

# REINSTATEMENTS

## TEN YEAR SUMMARY

Resignation	163	146	127	117	141	123	140	92	97	98
Retirement	-	3	1	1	6	10	1	3	3	4
Position Abolished	-	1	1	-	-	5	2	2	-	1
Military Service	20	21	47	59	75	136	264	162	37	121
Sickness	362	357	413	387	331	341	441	405	321	364
Lack of Work or Funds	153	104	153	223	134	106	241	235	250	215
Cause	<u>98</u>	<u>102</u>	<u>104</u>	<u>70</u>	<u>79</u>	<u>81</u>	<u>89</u>	<u>80</u>	<u>51</u>	<u>49</u>
Total	796	734	846	857	766	802	1,178	979	759	852



### CLASSIFICATION

Classification plans have been completed for the following services and each employee has been notified of his rating, as well as the appointing authority:-

<u>Service</u>	<u>Number Affected</u>
Marlborough	187

### TEN YEAR SUMMARY

1958	187
1957	2,277
1956	522
1955	2,395
1954	1,091
1953	1,161
1952	10,548
1951	-
1950	642
1949	691

### NUMBER OF PERSONS ON MILITARY LEAVE

State	317
Boston	149
Other Cities and Towns	<u>493</u>
Total	959

### NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

State	1
Boston	7
Other Cities and Towns	<u>12</u>
Total	20

NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED:	2
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NUMBER OF PERSONS APPOINTED WITH CONGRESSIONAL MEDAL OF HONOR, DISTINGUISHED SERVICE CROSS OR NAVY CROSS (G.L., c. 31, s. 22):	2
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NUMBER OF PIECES OF INCOMING MAIL:	491,342
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NUMBER OF PIECES OF OUTGOING MAIL:	379,589
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APPEALS TO DIRECTOR FROM MARK IN WRITTEN EXAMINATIONS

TEN YEAR SUMMARY

<u>Year</u>	<u>Number of Appeals Received</u>	<u>Number of Marks Increased</u>
1958	1,625	89
1957	1,274	120
1956	1,371	100
1955	1,554	85
1954	1,367	172
1953	1,780	76
1952	1,169	28
1951	1,314	22
1950	1,613	78
1949	1,425	100

CASES ON APPEAL FROM DECISION OF DIRECTOR TO COMMISSION

TEN YEAR SUMMARY

<u>Year</u>	<u>Number Denied</u>	<u>Number Granted</u>	<u>Number Considered</u>
1958	502	656	1,158
1957	364	558	922
1956	697	480	1,177
1955	468	620	1,088
1954	526	574	1,100
1953	524	724	1,248
1952	409	546	955
1951	301	340	641
1950	363	338	701
1949	262	194	456

NUMBER OF HEARINGS HELD BY  
DIRECTOR OR REPRESENTATIVE 3,401

NUMBER OF PERSONS APPEARING  
AT DIRECTOR'S OFFICE 19,060

NUMBER OF PAPERS EXAMINED BY APPLICANTS 6,199

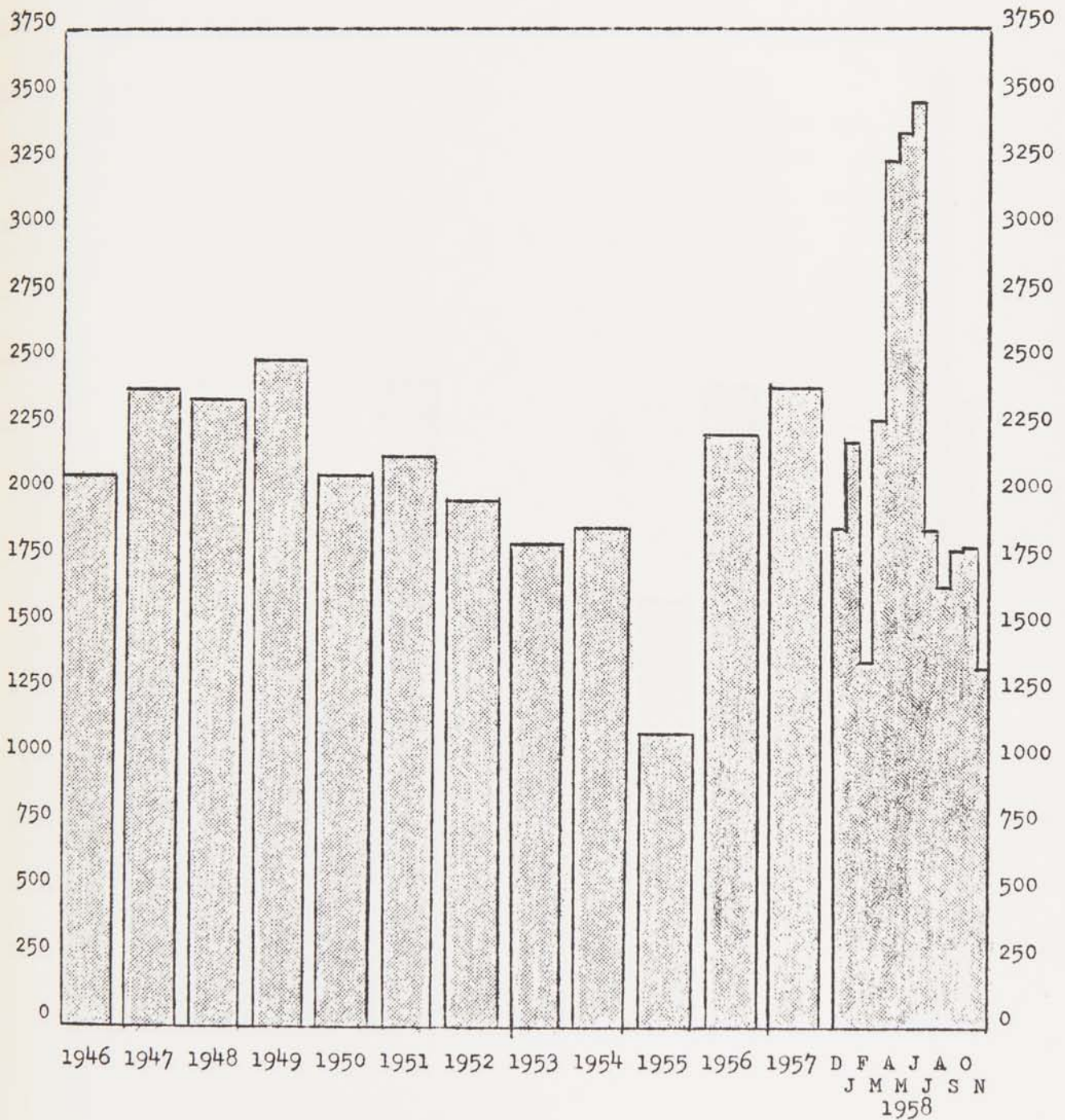
NUMBER OF PAPERS EXAMINED BY  
PERSONS OTHER THAN APPLICANTS 178

NUMBER OF PAPERS EXAMINED BY APPOINTING  
AUTHORITIES OR BY THEIR AUTHORIZED AGENTS -

NUMBER OF PAPERS SENT TO CIVIL SERVICE  
REPRESENTATIVES UPON REQUEST OF APPLICANTS 1,009

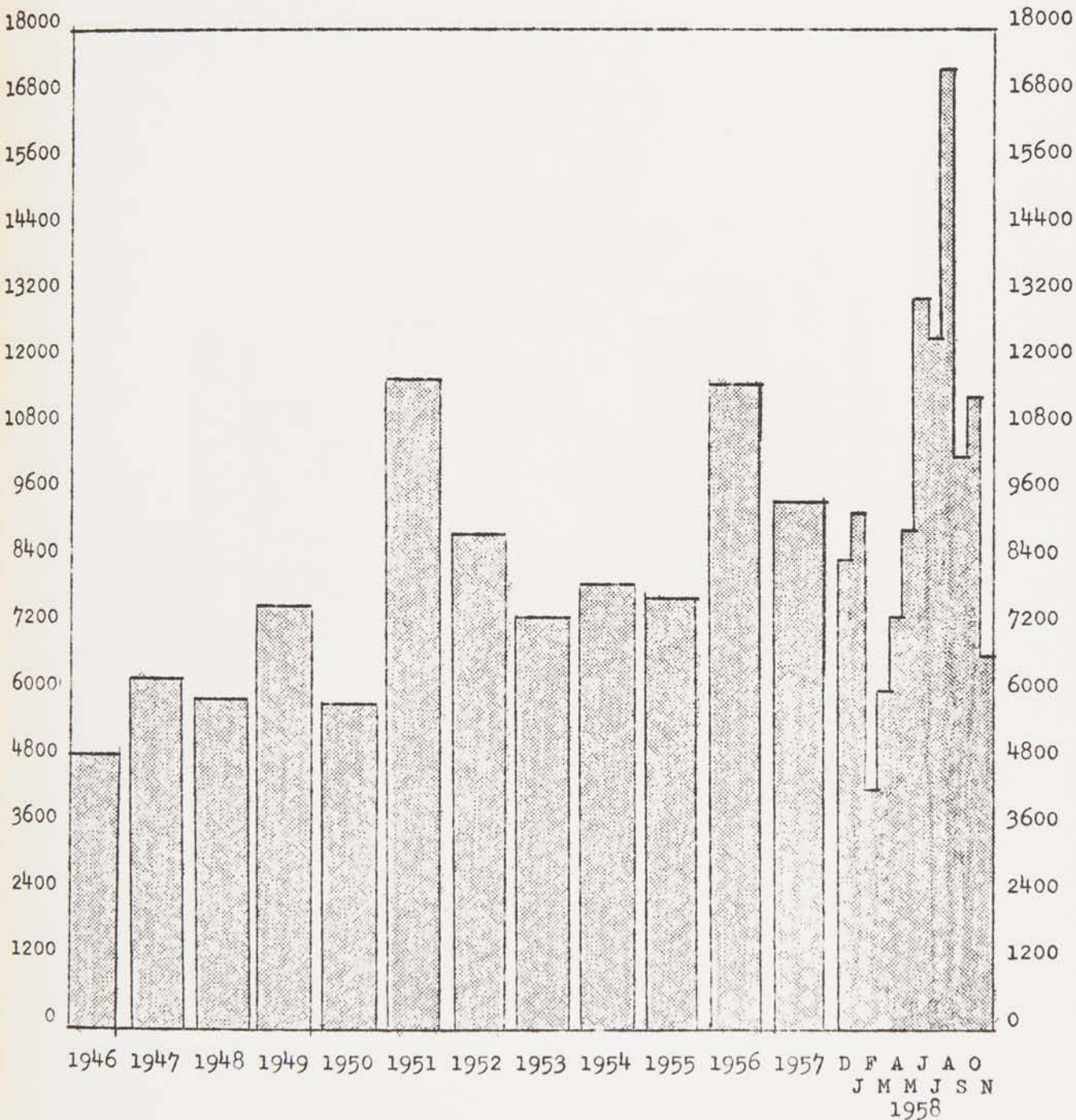
NUMBER OF PERSONS APPEARING AT INFORMATION DESKS			
	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
	58,004	18,230	76,234

NUMBER OF REQUISITIONS RECEIVED  
(per month)



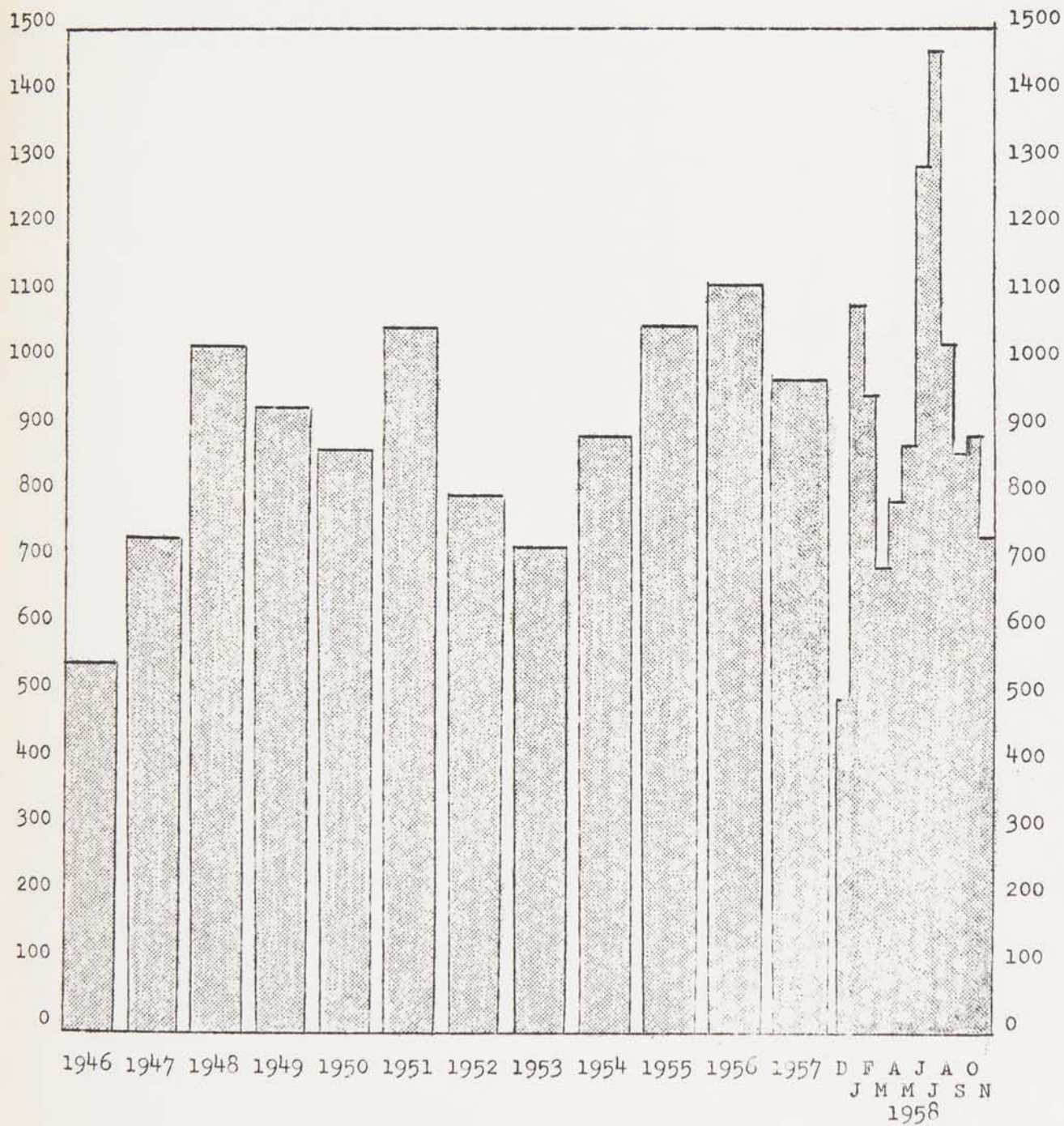


NUMBER OF PERSONS CERTIFIED  
(per month)



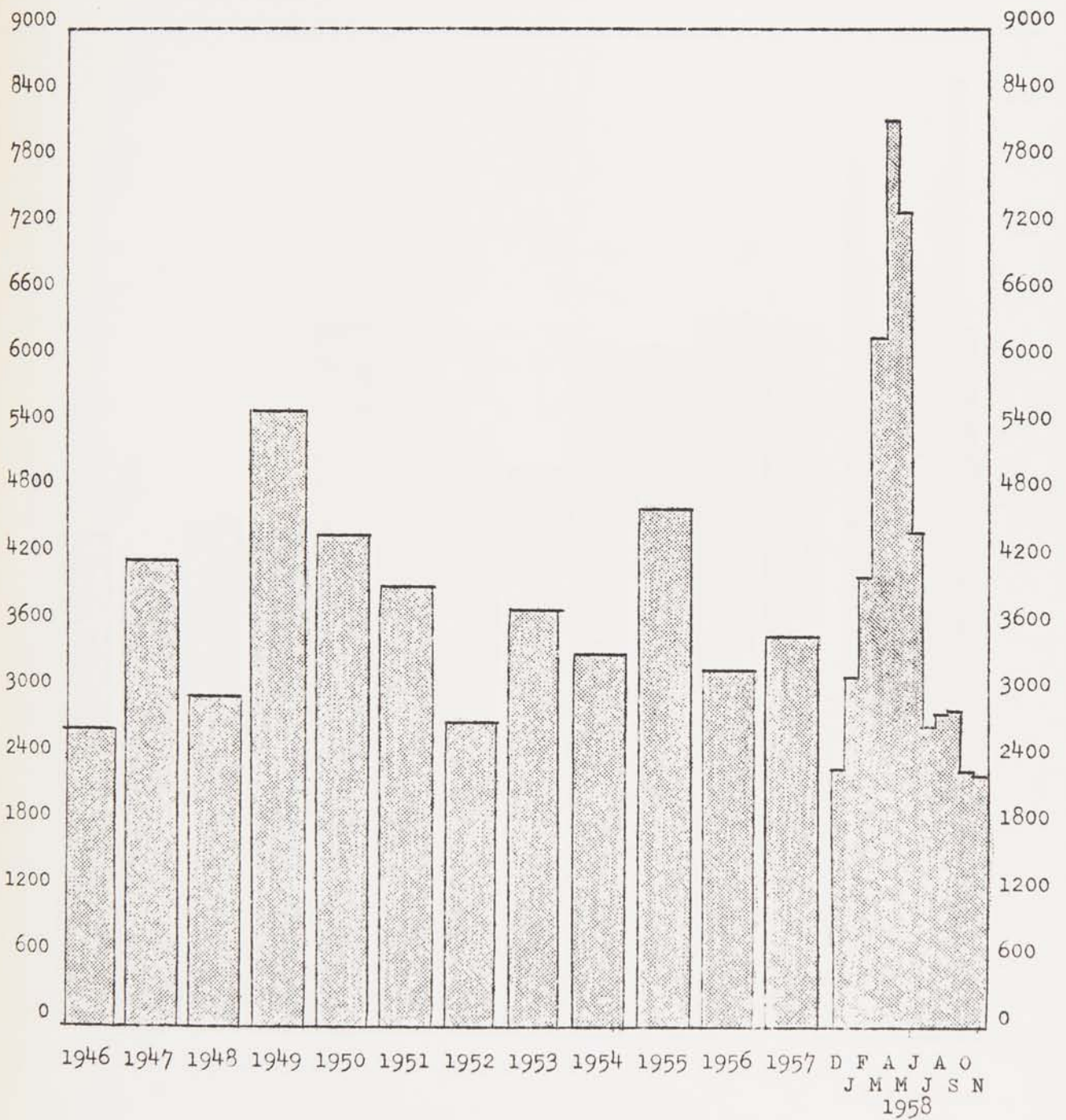
NUMBER OF APPOINTMENTS

(per month)



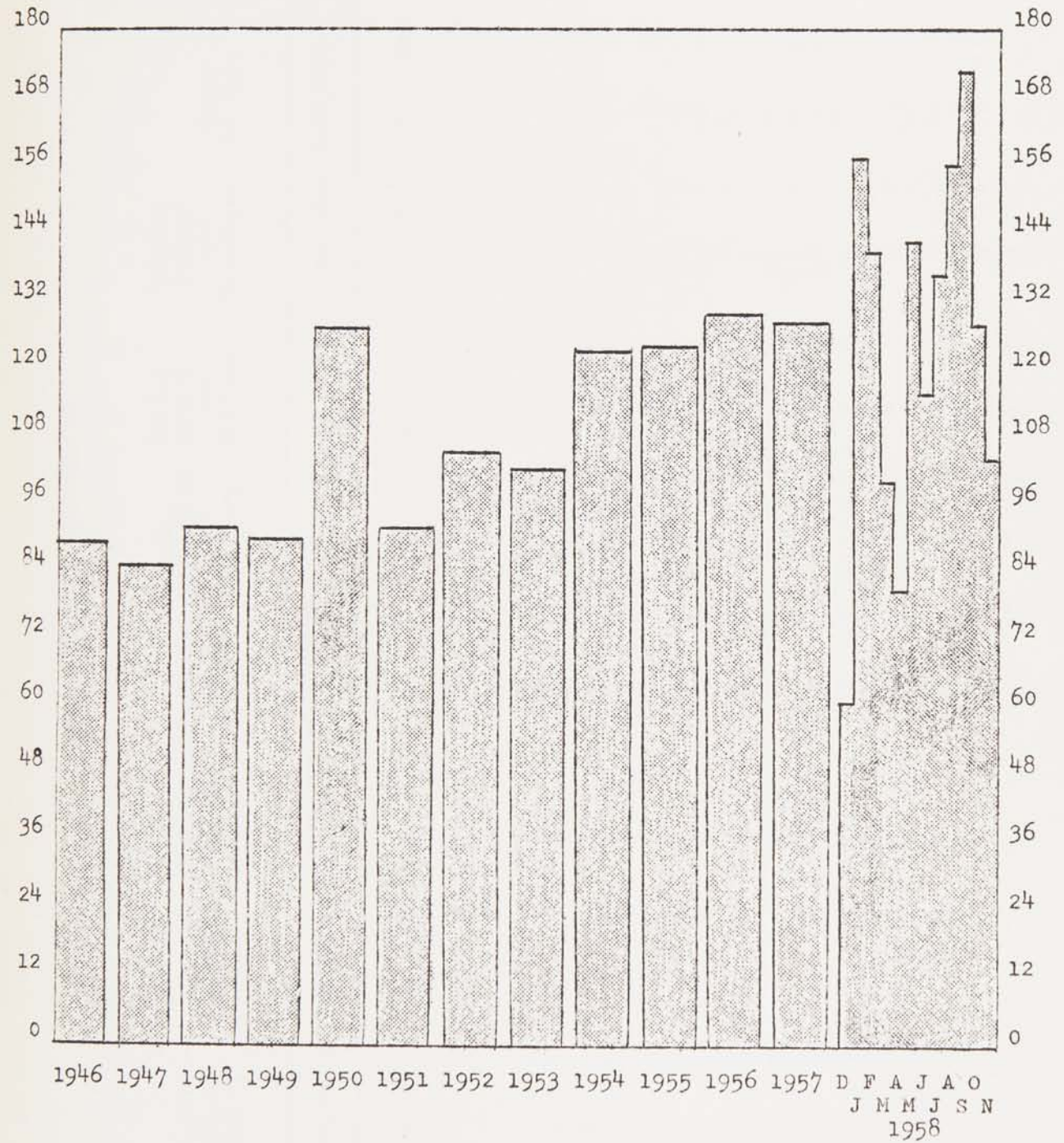


NUMBER OF APPLICATIONS RECEIVED  
(per month)





NUMBER OF EXAMINATIONS HELD  
(per month)



# APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
<u>COMMONWEALTH</u>	645	580	13	25	181	668	32	7	9	4	123	53	135	155	233	1022	1371	2514	3885
<u>BOSTON</u>	142	69	-	-	39	15	42	30	8	317	88	31	77	2	245	225	641	689	1330
<u>OTHER CITIES</u>																			
Attleboro	7	3	-	-	1	-	2	-	1	-	1	-	11	-	9	4	32	7	39
Beverly	6	-	-	-	5	-	1	-	3	1	1	-	7	3	14	61	37	65	102
Brookton	9	9	-	-	1	-	3	1	-	-	3	-	14	-	10	164	40	174	214
Cambridge	26	5	-	-	1	-	8	-	-	2	9	-	28	1	37	89	109	97	206
Chelsea	3	-	-	-	1	-	-	-	-	-	1	-	9	-	4	3	18	3	21
Chicopee	6	2	-	-	1	-	3	-	-	-	3	-	31	-	5	65	49	67	116
Everett	1	2	-	-	1	-	4	-	-	1	6	2	11	1	19	63	42	69	111
Fall River	13	12	-	-	5	1	5	1	-	-	9	2	39	2	26	68	97	86	183
Fitchburg	5	1	-	-	1	-	2	-	2	1	1	-	6	-	12	35	29	37	66
Gardner	2	-	-	-	-	-	1	-	1	-	-	-	1	-	1	39	6	39	45
Gloucester	2	-	1	-	1	-	1	-	-	-	-	-	10	-	20	69	35	69	104
Haverhill	19	1	-	-	1	-	1	-	-	-	1	-	1	-	27	68	50	69	119
Holyoke	19	3	-	-	3	-	2	-	-	-	-	-	19	-	43	112	86	115	201
Lawrence	7	-	-	-	1	-	9	-	-	-	6	1	24	-	19	17	66	18	84
Leominster	6	-	-	-	-	-	5	2	-	-	1	-	3	-	3	23	18	25	43
Lowell	13	1	-	-	-	-	3	-	-	10	6	1	9	-	5	76	36	88	124
Lynn	7	8	-	-	3	-	6	1	-	-	3	1	10	1	24	246	53	257	310
Malden	12	1	-	-	1	-	1	-	-	-	2	-	9	1	16	127	41	129	170
Marlborough	4	-	-	-	-	-	-	-	-	-	-	-	11	-	2	51	17	51	68
Medford	5	3	-	-	-	-	3	-	-	-	3	-	9	-	22	111	42	114	156
Melrose	1	-	-	-	2	-	2	-	-	-	1	-	4	4	-	-	10	4	14
New Bedford	14	3	-	-	6	-	10	4	2	-	7	-	8	-	66	113	113	120	233
Newburyport	2	-	-	-	-	-	3	-	-	-	-	-	1	-	-	-	6	-	6

# APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
SERVICE	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.Total

## OTHER CITIES (Cont.)

Newton	33	9	-	-	-	1	6	-	7	-	2	1	13	1	26	160	87	172	259
North Adams	4	-	-	-	-	-	-	-	-	-	-	-	5	-	9	15	18	15	33
Northampton	1	-	-	-	1	-	-	-	-	-	1	-	2	-	6	18	11	18	29
Peabody	5	1	-	-	5	-	2	-	-	-	-	-	10	-	16	15	38	16	54
Pittsfield	12	-	-	-	2	-	9	-	-	-	3	-	8	-	2	10	36	10	46
Quincy	42	3	-	-	6	8	7	-	-	-	8	-	15	12	41	176	119	199	318
Revere	6	-	-	-	-	-	-	-	-	-	2	-	3	2	2	45	13	47	60
Salem	5	-	-	-	1	-	2	-	-	3	4	-	4	-	-	-	16	3	19
Somerville	13	4	-	-	1	-	3	-	9	-	5	-	13	-	13	11	57	15	72
Springfield	28	13	1	-	4	9	7	-	6	4	7	-	22	-	23	105	98	131	229
Taunton	4	1	-	-	14	1	4	-	-	-	2	-	7	1	3	19	34	22	56
Waltham	12	-	-	-	3	-	8	-	-	-	3	-	23	-	3	89	52	89	141
Westfield	4	1	-	-	1	-	-	-	-	26	-	-	4	-	8	14	17	41	58
Woburn	4	-	-	-	1	-	5	-	-	-	-	-	10	-	26	7	46	7	53
Worcester	80	17	-	-	6	2	12	4	-	55	7	-	39	-	81	119	225	197	422

## TOWNS

Abington	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Acton	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	3
Acushnet	2	-	-	-	1	-	-	-	-	-	2	-	-	-	1	1	6	1	7
Adams	1	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	3	1	4
Agawam	1	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-	10	-	10
Amesbury	1	-	-	-	-	-	-	-	-	-	1	-	1	2	-	-	3	2	5
Andover	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Arlington	2	-	-	-	5	-	3	-	-	-	4	-	2	-	10	50	26	50	76



APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS	
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.
TOWNS (Continued)																		
Athol	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-
Ayer	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-
Barnstable	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	6	-
Bedford	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Bellingham	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Belmont	-	-	-	-	1	-	-	-	-	-	1	-	2	-	8	16	12	16
Billerica	3	-	-	-	-	-	3	-	-	-	-	-	5	2	6	32	17	34
Blackstone	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-
Bourne	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	7	-
Braintree	1	-	-	-	-	-	5	-	-	-	-	-	-	-	18	16	24	16
Bridgewater	-	-	-	-	-	-	-	-	-	-	1	-	4	1	-	-	5	1
Brookline	25	3	1	-	-	1	6	4	-	21	4	-	15	-	23	58	74	87
Burlington	4	-	-	-	-	-	-	-	-	-	-	-	-	3	10	35	14	38
Chelmsford	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	-	15	-
Clinton	-	-	-	-	-	-	-	-	-	-	1	-	3	-	-	-	4	-
Danvers	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	11	-
Dartmouth	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-
Dedham	1	1	-	-	-	-	1	1	-	-	-	-	-	-	3	10	5	12
Dennis	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Dracut	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
East Bridgewater	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Easthampton	1	2	-	-	-	-	-	-	-	-	-	-	3	-	1	1	5	3
Fairhaven	1	-	-	-	-	-	1	-	-	-	-	-	-	-	4	6	6	6
Falmouth	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	6	-
Framingham	-	-	-	-	-	-	-	-	-	-	1	-	11	1	-	-	12	1
Franklin	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	4	1	5
Freetown	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-

# APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
SERVICE	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.	Perm.Temp.Total
TOWNS (Continued)									
Great Barrington	1	-	-	-	-	-	1	-	2
Greenfield	1	-	-	-	-	1	3	-	5
Hanson	1	-	-	-	-	1	-	-	2
Holbrook	-	1	-	-	-	-	-	-	1
Holden	-	-	-	-	-	1	-	-	1
Holliston	-	-	-	-	-	-	2	-	2
Hudson	1	-	-	-	-	-	4	1	5
Hull	1	-	-	-	-	1	4	12	18
Ipswich	-	-	-	-	-	-	4	2	4
Lee	1	-	-	-	-	-	-	-	1
Leicester	1	-	-	-	-	1	-	-	2
Lexington	-	-	-	-	-	-	1	-	1
Longmeadow	-	-	-	-	-	1	-	-	1
Ludlow	1	-	-	-	-	1	-	1	2
Lynnfield	-	-	-	1	-	-	1	1	2
Manchester	-	-	-	-	-	-	1	-	1
Mansfield	-	-	-	-	-	1	-	-	1
Marblehead	-	-	-	-	-	-	4	-	4
Marshfield	-	-	-	-	-	-	1	-	1
Mashpee	-	-	-	-	-	1	-	-	1
Mattapoisett	1	-	-	-	-	-	-	-	1
Maynard	2	-	-	-	-	-	2	1	4
Medway	-	-	-	-	-	1	-	-	1
Merrimac	1	-	-	-	-	-	-	-	1
Methuen	3	2	-	-	-	2	5	4	14
Middleborough	-	-	-	1	-	-	3	-	4
Milford	-	-	-	-	-	1	-	-	1

# APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Millville	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Milton	2	-	-	-	-	-	2	-	-	1	-	-	4	-	15	20	23	21	44
Monson	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Nantucket	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Natick	1	-	-	-	-	-	-	-	-	-	-	-	7	6	-	-	8	6	14
Needham	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	11	-	11
North Andover	-	-	-	-	-	-	-	-	-	-	-	-	6	-	10	13	16	13	29
North Attleboro	-	-	-	-	-	-	-	-	-	-	1	-	4	-	-	-	5	-	5
Norwell	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Norwood	3	-	-	-	-	-	1	-	1	1	6	-	6	-	11	22	28	23	51
Palmer	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Plymouth	1	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	5	-	5
Provincetown	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Randolph	2	-	-	-	-	-	3	-	-	-	1	1	5	-	-	-	11	1	12
Reading	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	2
Rockland	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Rockport	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Saugus	6	-	-	-	1	-	1	-	-	-	-	-	7	-	8	5	23	5	28
Scituate	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	3	1	4
Sharon	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Shrewsbury	2	-	-	-	-	-	-	-	-	-	-	1	6	3	7	5	15	9	24
Somerset	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2
Southbridge	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
South Hadley	-	-	-	-	-	-	-	-	-	-	1	-	3	-	3	-	7	-	7
Spencer	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Sterling	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Stoneham	2	-	-	-	-	-	13	-	-	-	-	-	1	-	8	35	24	35	59



# APPOINTMENTS BY CATEGORIES

	Administrative and Clerical		Agriculture and Conservation		Construction, Engineering and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Stoughton	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-	5
Swampscott	2	-	-	-	1	-	-	-	-	-	-	-	4	2	2	14	9	16	25
Tisbury	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Tyngsboro	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Wakefield	-	-	-	-	-	-	-	-	-	-	-	-	6	4	-	-	6	4	10
Walpole	-	-	-	-	-	-	-	-	-	-	-	-	1	7	-	-	1	7	8
Wareham	1	-	-	-	-	-	-	-	-	-	1	-	4	-	-	-	6	-	6
Watertown	5	3	-	-	1	-	2	-	-	-	1	-	12	3	8	45	29	51	80
Wayland	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Webster	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Wellesley	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-	4
Weston	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
West Springfield	5	-	-	-	-	-	7	-	-	-	-	-	11	-	59	55	82	55	137
Weymouth	2	-	-	-	-	-	-	-	-	-	1	-	6	-	7	26	16	26	42
Whitman	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	2
Wilmington	-	-	-	-	-	-	-	-	-	-	2	-	13	-	-	-	15	-	15
Winchendon	1	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	5	-	5
Winchester	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	4	-	4
Winthrop	4	-	-	-	-	-	1	-	-	-	1	-	9	-	6	12	21	12	33
Yarmouth	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1

## WELFARE DISTRICTS

Central Essex	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Eastern Franklin	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
Northern Worcester	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Wachusett	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1

# APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	645	580	13	25	181	668	32	7	9	4	123	53	135	155	233	1022	1371	2514	3885
BOSTON	142	69	-	-	39	15	42	30	8	317	88	31	77	2	245	225	641	689	1330
OTHER CITIES	442	103	2	-	80	22	140	13	31	103	108	8	453	29	643	2407	1899	2685	4584
TOWNS	110	13	1	-	13	1	50	6	1	23	50	3	323	40	247	531	795	617	1412
WELFARE DISTRICTS	4	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	5	-	5
TOTALS	1343	765	16	25	313	706	264	56	49	447	370	95	988	226	1368	4185	4711	6505	11216

## APPOINTMENTS BY CATEGORIES - NINE YEAR COMPARATIVE TABLE

YEAR	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
1958	1343	765	16	25	313	706	264	56	49	447	370	95	988	226	1368	4185	4711	6505	11216
1957	978	1060	22	97	313	633	275	107	47	344	381	64	1341	228	1722	4174	5079	6707	11786
1956	1214	1270	19	23	262	455	344	127	34	209	327	161	1228	197	2294	5218	5722	7660	13382
1955	993	1463	20	66	312	368	282	136	55	288	433	193	1180	238	1923	4697	5198	7449	12647
1954	1095	1275	13	35	213	153	353	118	27	120	343	117	1240	145	1473	4052	4757	6015	10772
1953	1056	573	10	7	311	318	271	67	65	83	434	84	1070	135	1613	2602	4830	3869	8699
1952	1266	593	6	4	281	183	239	171	56	191	328	58	1076	141	1929	3135	5181	4476	9657
1951	1310	885	26	12	326	411	447	151	56	170	474	74	1677	289	2752	3577	7068	5569	12637
1950	854	332	15	7	491	201	261	287	104	226	340	80	1195	135	1206	2565	4466	3833	8299

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOTAL	16,361	541	6,345	4,809	1,377	5,344	24,501	22,678	*95,203
COMMONWEALTH	9,468	335	3,237	512	199	1,683	2,674	4,105	22,213
INSTITUTIONAL	-	-	-	-	-	-	-	-	13,247
CITIES	5,946	132	2,704	3,642	1,085	2,930	16,347	15,941	48,727
Attleboro	26	1	22	24	1	9	133	107	323
Beverly	40	1	24	35	6	17	200	185	508
Boston	2,113	35	934	1,069	218	1,088	5,214	4,199	14,870
Brockton	107	7	72	70	29	50	309	415	1,059
Cambridge	211	3	90	94	60	128	549	690	1,825
Chelsea	44	1	24	26	9	27	181	141	453
Chicopee	79	3	40	53	17	30	241	268	731
Everett	66	2	27	65	17	45	271	222	715
Fall River	160	5	72	100	4	99	597	381	1,418
Fitchburg	64	3	17	36	27	28	187	221	583
Gardner	21	1	11	19	5	10	84	97	248
Gloucester	36	2	24	36	3	23	126	182	432
Haverhill	100	1	35	54	21	47	205	284	747
Holyoke	124	3	91	53	4	27	345	437	1,084
Lawrence	68	4	53	87	140	94	428	477	1,351
Leominster	31	2	9	19	8	19	105	143	336
Lowell	124	2	62	189	29	124	472	376	1,378
Lynn	162	7	65	140	7	86	535	542	1,544
Malden	79	4	25	55	10	29	308	244	754
Marlboro	21	1	14	9	6	13	87	72	223
Medford	58	3	26	72	20	34	291	216	720
Melrose	40	2	10	30	10	18	110	-	220
New Bedford	145	7	71	158	23	79	549	559	1,591
Newburyport	19	-	11	13	1	7	58	-	109
Newton	200	1	62	112	24	55	436	692	1,582
North Adams	17	-	9	23	8	13	76	84	230
Northampton	27	2	8	19	17	14	113	80	280
Peabody	55	1	49	37	1	24	164	165	496
Pittsfield	81	2	30	78	34	38	243	272	778
Quincy	221	3	79	98	4	71	451	785	1,712
Revere	50	-	14	48	1	32	265	114	524
Salem	55	1	19	36	21	27	219	-	378
Somerville	97	1	39	85	86	87	410	306	1,111
Springfield	423	10	215	172	117	136	850	1,142	3,065
Taunton	74	2	88	60	12	23	198	180	637

\*Includes 13,247 non-professional institutional positions.



## NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

## BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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CITIES (Continued)

Waltham	78	-	35	44	20	26	273	255	731
Westfield	48	1	32	40	12	16	99	136	384
Woburn	26	1	21	28	15	15	101	105	312
Worcester	556	7	175	256	38	222	864	1,167	3,285

<u>TOWNS</u>	912	74	404	654	93	694	5,480	2,632	10,943
Abington	2	-	-	-	-	2	16	-	20
Acton	-	-	-	-	-	-	8	-	8
Acushnet	6	-	4	6	1	6	75	9	107
Adams	1	-	1	14	-	5	23	-	44
Agawam	1	-	4	-	-	3	55	55	118
Amesbury	5	-	-	-	-	4	47	-	56
Amherst	1	-	1	-	-	2	-	-	4
Andover	1	-	2	-	-	2	56	-	61
Arlington	79	4	38	52	-	25	217	291	706
Ashburnham	1	-	-	-	-	1	-	-	2
Ashby	-	-	-	-	-	1	-	-	1
Ashland	1	-	-	-	-	1	14	-	16
Athol	3	-	1	-	-	3	48	-	55
Auburn	1	-	1	-	-	3	1	-	6
Avon	1	-	-	-	-	1	2	-	4
Ayer	-	-	-	-	-	-	21	-	21
Barnstable	6	-	1	-	-	4	30	-	41
Barre	-	-	-	-	-	2	-	-	2
Bedford	-	-	-	-	-	-	12	-	12
Bellingham	1	-	-	-	-	-	3	-	4
Belmont	5	-	2	-	-	6	97	95	205
Berkley	-	-	-	-	-	1	-	-	1
Berlin	-	-	-	-	-	1	-	-	1
Billerica	19	2	10	24	1	12	63	49	180
Blackstone	1	-	-	-	-	1	4	-	6
Blandford	-	-	-	-	-	1	-	-	1
Bolton	-	-	-	-	-	1	-	-	1
Bourne	1	-	-	-	-	2	30	-	33
Boylston	-	-	-	-	-	1	-	-	1
Braintree	3	-	1	36	-	6	56	137	239
Brewster	-	-	-	-	-	1	-	-	1
Bridgewater	-	-	-	-	-	3	16	-	19
Brimfield	-	-	-	-	-	2	-	-	2
Brookline	97	50	41	89	29	39	374	384	1,103
Buckland	-	-	-	-	-	1	-	-	1

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Burlington	18	-	4	17	2	8	53	44	146
Canton	1	-	1	-	-	4	55	-	61
Carver	1	-	-	-	-	1	-	-	2
Charlton	-	-	1	-	-	1	1	-	3
Chatham	-	-	-	-	-	1	-	-	1
Chelmsford	3	-	1	-	-	5	36	-	45
Cheshire	-	-	1	-	-	-	-	-	1
Chester	-	-	-	-	-	2	-	-	2
Chilmark	-	-	-	-	-	1	-	-	1
Clinton	3	-	-	-	-	7	55	-	65
Cohasset	1	-	-	-	-	1	68	-	70
Concord	2	-	2	-	-	1	-	-	5
Dalton	2	-	-	-	-	6	-	-	8
Danvers	3	-	2	-	-	5	77	-	87
Dartmouth	3	-	1	-	-	8	44	4	60
Bedham	8	1	2	21	-	5	80	42	159
Dennis	1	-	-	-	-	2	-	-	3
Dighton	-	-	-	-	-	1	-	-	1
Douglas	-	-	-	-	-	1	-	-	1
Dover	-	-	-	-	-	2	-	-	2
Dracut	2	-	1	-	-	4	1	-	8
Dudley	3	-	-	-	-	1	4	-	8
Duxbury	2	-	-	-	-	2	7	-	11
East Bridgewater	1	-	-	-	-	1	-	-	2
Eastham	-	-	-	-	-	1	-	-	1
Easthampton	8	-	12	6	-	4	46	16	92
East Longmeadow	1	-	1	-	-	-	10	-	12
Easton	1	-	-	-	-	4	13	-	18
Edgartown	-	-	-	1	-	-	4	-	5
Essex	-	-	-	-	-	1	-	-	1
Fairhaven	15	-	7	22	2	13	72	56	187
Falmouth	11	-	1	-	-	4	44	1	61
Foxborough	2	-	-	-	-	2	9	-	13
Framingham	17	-	3	-	-	9	137	-	166
Franklin	11	-	4	11	-	5	36	24	101
Freetown	2	-	-	-	-	1	-	-	3
Goshen	-	-	-	-	-	1	-	-	1
Grafton	1	-	-	-	-	1	-	-	2
Great Barrington	3	-	1	-	-	1	10	-	15
Greenfield	5	-	1	-	-	8	58	-	72
Groveland	1	-	-	-	-	1	-	-	2
Hadley	-	-	-	-	-	1	3	-	4
Halifax	-	-	-	-	-	1	-	-	1
Hamilton	2	-	-	-	-	-	-	-	2
Hanover	4	-	-	-	-	1	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Hanson	3	-	-	-	-	1	6	-	10
Harwich	1	-	1	-	-	1	-	-	3
Hatfield	1	-	-	-	-	1	-	-	2
Hingham	3	-	2	-	-	3	67	-	75
Holbrook	2	-	-	-	-	1	17	-	20
Holden	2	-	-	-	-	1	-	-	3
Holland	-	-	-	-	-	1	-	-	1
Holliston	1	-	-	-	-	1	4	-	6
Hopedale	-	-	-	-	-	1	-	-	1
Hopkinton	1	-	-	-	-	2	-	-	3
Hudson	4	-	2	-	-	2	49	-	57
Hull	16	1	4	15	-	4	111	71	222
Ipswich	1	-	-	-	-	1	22	-	24
Kingston	-	-	-	-	-	2	1	-	3
Lakeville	1	-	-	-	-	1	-	-	2
Lancaster	1	-	1	-	-	3	-	-	5
Lee	4	-	1	-	-	2	5	-	12
Leicester	2	-	-	-	-	2	-	-	4
Leverett	-	-	-	-	-	1	-	-	1
Lexington	3	-	-	-	-	3	29	-	35
Lincoln	-	-	1	-	-	1	-	-	2
Longmeadow	-	-	-	-	-	3	-	-	3
Ludlow	6	-	2	-	-	2	21	2	33
Lunenburg	1	-	-	-	-	1	-	-	2
Lynnfield	1	-	2	-	-	2	14	-	19
Manchester	1	-	-	-	-	-	7	-	8
Mansfield	-	-	1	-	-	3	25	-	29
Marblehead	4	-	3	-	1	1	79	-	88
Marion	1	-	2	-	-	1	-	-	4
Marshfield	1	-	-	-	-	2	1	-	4
Mashpee	1	-	-	-	-	2	-	-	3
Mattapoisett	1	-	-	-	-	3	-	-	4
Maynard	2	-	1	-	-	1	20	-	24
Medfield	2	-	-	-	-	-	15	-	17
Medway	-	-	1	-	-	2	4	-	7
Mendon	-	-	-	-	-	1	-	-	1
Merrimac	1	-	-	-	-	-	1	-	2
Methuen	26	2	5	42	1	21	118	116	331
Middleborough	4	-	2	-	-	5	43	-	54
Milford	2	-	2	10	-	4	61	-	79
Millbury	1	-	1	-	-	2	1	-	5
Millis	1	-	-	-	-	1	1	-	3
Millville	-	-	-	-	-	1	-	-	1
Milton	37	1	21	26	3	11	105	123	327
Monson	-	-	1	-	-	2	-	-	3



NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS  
BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
<u>TOWNS (Continued)</u>									
Montague	2	-	1	-	-	2	9	-	14
Montgomery	1	-	-	-	-	-	-	-	1
Nahant	-	-	1	-	-	1	21	-	23
Nantucket	1	-	-	-	-	1	13	-	15
Natick	4	-	2	-	-	2	113	-	121
Needham	4	-	2	-	-	4	86	-	96
New Braintree	-	-	-	-	-	1	-	-	1
Norfolk	-	-	-	-	-	1	-	-	1
North Andover	-	-	1	1	-	3	51	66	122
North Attleboro	3	-	1	-	-	6	71	-	81
Northborough	1	-	-	-	-	1	-	-	2
Northbridge	2	-	2	-	-	3	38	-	45
Northfield	1	-	-	-	-	1	-	-	2
North Reading	1	-	-	-	-	3	1	-	5
Norton	1	-	-	-	-	1	2	-	4
Norwell	1	-	-	-	-	1	-	-	2
Norwood	40	1	26	24	16	27	78	111	323
Oak Bluffs	1	-	-	-	-	2	3	-	6
Orange	-	-	1	-	-	6	-	-	7
Orleans	-	-	-	-	-	1	-	-	1
Oxford	2	-	-	-	-	4	-	-	6
Palmer	2	-	1	-	-	1	21	-	25
Paxton	-	-	-	-	-	2	-	-	2
Pelham	-	-	-	-	-	1	-	-	1
Pembroke	1	-	-	-	-	2	1	-	4
Pepperell	1	-	-	-	-	1	-	-	2
Plainville	-	-	-	-	-	1	-	-	1
Plymouth	4	-	3	-	-	6	60	-	73
Princeton	-	-	-	-	-	1	-	-	1
Provincetown	1	-	-	-	-	1	10	-	12
Randolph	24	2	4	16	1	25	71	38	181
Raynham	-	-	-	-	-	1	-	-	1
Reading	2	-	1	-	-	4	29	-	36
Rochester	-	-	-	-	-	1	-	-	1
Rockland	2	-	3	-	-	3	35	-	43
Rockport	1	-	1	-	-	2	18	-	22
Rutland	1	-	1	-	-	1	-	-	3
Salisbury	1	-	-	-	-	1	-	-	2
Sandwich	-	-	-	-	-	1	-	-	1
Saugus	28	-	10	26	1	6	75	80	226
Scituate	1	-	2	-	-	2	98	-	103
Seekonk	1	-	2	-	-	2	-	-	5
Sharon	1	-	2	1	-	1	12	-	17
Shirley	-	-	-	-	-	-	1	-	1
Shrewsbury	42	1	8	21	3	12	91	91	269

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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TOWNS (Continued)

Shutesbury	-	-	-	-	-	1	-	-	1
Somerset	3	-	2	-	-	2	2	-	9
Southampton	-	-	-	-	-	1	-	-	1
Southborough	1	-	-	-	-	1	-	-	2
Southbridge	2	-	-	-	-	4	53	-	59
South Hadley	3	-	2	12	-	5	22	18	62
Spencer	1	-	-	-	-	1	14	-	16
Sterling	-	-	-	-	-	1	-	-	1
Stockbridge	-	-	-	-	-	1	-	-	1
Stoneham	5	-	1	30	-	3	109	65	213
Stoughton	2	-	2	-	-	4	38	-	46
Stow	1	-	-	-	-	1	-	-	2
Sturbridge	1	-	-	-	-	1	-	-	2
Sudbury	1	-	-	-	-	1	24	-	26
Sutton	1	-	-	-	-	1	-	-	2
Swampscott	7	1	13	-	-	3	78	35	137
Swansea	2	-	1	-	-	2	-	-	5
Tewksbury	2	-	1	-	-	2	-	-	5
Tisbury	2	-	-	-	-	1	2	-	5
Townsend	-	-	-	-	-	1	-	-	1
Tyngsboro	2	-	-	-	-	1	2	-	5
Upton	2	-	-	-	-	2	-	-	4
Uxbridge	-	-	-	-	-	1	18	-	19
Wakefield	4	-	1	-	-	4	97	-	106
Walpole	1	-	2	-	-	2	20	-	25
Ware	1	-	2	-	-	2	21	-	26
Wareham	4	-	2	-	-	3	37	-	46
Warren	-	-	-	-	-	1	-	-	1
Watertown	59	4	39	38	3	32	189	188	552
Wayland	2	-	1	-	-	1	-	-	4
Webster	3	-	2	-	-	3	44	-	52
Wellesley	4	-	3	-	-	4	81	-	92
Wellfleet	-	-	-	-	-	1	-	-	1
Westborough	2	-	-	-	-	2	-	-	4
West Boylston	1	-	-	-	-	1	-	-	2
West Bridgewater	2	-	-	-	-	1	12	-	15
West Brookfield	-	-	-	-	-	1	-	-	1
Westford	-	-	-	-	-	2	2	-	4
West Hampden	-	-	-	-	-	1	-	-	1
Westminster	-	-	-	-	-	1	-	-	1
Weston	1	-	2	-	-	1	17	-	21
Westport	3	-	-	-	-	3	-	-	6
West Springfield	45	1	24	53	23	17	122	171	456
Westwood	1	-	3	15	-	1	19	-	39
Weymouth	11	-	-	-	-	8	191	167	377

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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TOWNS (Continued)

Whitman	2	-	1	-	-	3	17	-	23
Wilbraham	-	-	-	-	-	1	-	-	1
Williamsburg	-	-	-	-	-	1	-	-	1
Williamstown	2	-	1	-	-	1	-	-	4
Wilmington	1	-	-	-	-	1	41	-	43
Winchendon	3	-	-	-	-	1	13	-	17
Winchester	2	1	-	-	-	5	71	-	79
Winthrop	27	2	13	25	6	18	87	73	251
Wrentham	1	-	1	-	-	1	11	-	14
Yarmouth	1	-	1	-	-	2	-	-	4

WELFARE DISTRICTS

Bay Path	35	-	-	1	-	37	-	-	73
Belchertown-Granby	1	-	-	-	-	-	-	-	1
Central Berkshire	1	-	-	-	-	1	-	-	2
Central Essex	4	-	-	-	-	1	-	-	5
Central Franklin	-	-	-	-	-	1	-	-	1
Dover-Sherborn	-	-	-	-	-	1	-	-	1
Eastern Berkshire	1	-	-	-	-	2	-	-	3
Eastern Franklin	3	-	-	-	-	3	-	-	6
Manchester-Wenham	1	-	-	-	-	2	-	-	3
Nashoba	1	-	-	1	-	2	-	-	4
Newbury-Rowley	1	-	-	-	-	2	-	-	3
Northern Berkshire	2	-	-	-	-	2	-	-	4
Northern Franklin	1	-	-	-	-	1	-	-	2
Northern Middlesex	1	-	-	-	-	2	-	-	3
Northern Worcester	3	-	-	-	-	2	-	-	5
Pentucket	2	-	-	-	-	-	-	-	2
Quaboag	1	-	-	-	-	2	-	-	3
Southeast Hampden	1	-	-	-	-	2	-	-	3
Southeastern Berkshire	1	-	-	-	-	1	-	-	2
Southern Berkshire	1	-	-	-	-	1	-	-	2
Southern Franklin	2	-	-	-	-	2	-	-	4
Southwick-Granville	1	-	-	-	-	1	-	-	2
Takemmy	1	-	-	-	-	1	-	-	2
Wachusett	2	-	-	-	-	1	-	-	3
Western Berkshire	-	-	-	-	-	1	-	-	1
Western Franklin	1	-	-	-	-	1	-	-	2
Western Hampshire	1	-	-	-	-	1	-	-	2



NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOTAL	5,775	24,346	12,666	69	470	68	15,884	12,467	5,826	31	39	4,315*	95,203
COMMONWEALTH	2,087	5,061	3,063	31	229	27	7,610	3,230	686	16	6	167	22,213
INSTITUTIONAL	-	-	-	-	-	-	-	-	-	-	-	-	13,247
CITIES	3,198	15,214	7,099	34	199	39	7,003	8,132	4,187	14	32	3,576	48,727
Attleboro	6	104	66	-	1	-	39	30	37	-	-	40	323
Beverly	19	155	101	1	-	-	47	89	54	1	-	41	506
Boston	1,374	4,930	2,081	13	71	21	2,181	2,113	789	7	26	1,264	14,870
Brockton	26	294	184	1	5	1	133	201	172	-	-	42	1,059
Cambridge	146	437	260	-	8	3	281	365	206	-	2	117	1,825
Chelsea	46	157	64	-	2	-	43	74	31	-	-	36	453
Chicopee	32	229	113	-	2	-	87	113	59	-	1	95	731
Everett	52	245	123	3	3	-	67	125	39	-	-	58	715
Fall River	60	587	178	-	7	-	185	262	46	2	1	70	1,418
Fitchburg	27	184	68	-	1	1	81	123	71	-	-	27	583
Gardner	4	78	40	-	-	-	29	52	33	-	-	12	242
Gloucester	11	121	71	1	3	1	42	83	47	-	-	52	432
Haverhill	25	216	97	1	5	1	118	99	88	-	-	27	747
Holyoke	37	336	149	1	6	-	118	174	175	-	-	83	1,084
Lawrence	102	264	220	-	1	-	187	262	179	-	-	36	1,351
Leominster	21	77	50	-	1	-	44	49	49	-	-	45	336
Lowell	160	426	180	2	9	-	225	238	107	-	1	30	1,378
Lynn	114	512	172	2	4	-	198	320	74	-	-	148	1,544
Malden	33	253	113	-	3	-	103	124	104	-	-	16	754
Marlborough	9	68	53	-	-	-	21	51	20	-	-	1	223
Medford	61	225	138	-	3	-	77	111	77	-	1	27	720
Melrose	7	97	63	-	-	-	53	-	-	-	-	-	228
New Bedford	90	521	169	-	5	2	245	403	61	-	-	95	1,591
Newburyport	4	55	30	-	-	-	20	-	-	-	-	-	109
Newton	79	390	180	-	4	-	237	417	216	-	-	59	1,582
North Adams	6	66	45	-	-	-	27	43	33	-	-	-	230
Northampton	6	100	60	-	-	-	34	33	42	-	-	5	230
Peabody	39	140	97	-	1	1	53	71	40	-	-	54	496
Pittsfield	17	230	154	-	-	-	105	131	91	-	-	50	778
Quincy	81	333	233	1	5	1	273	255	260	2	-	268	1,712
Revere	67	205	77	1	3	-	57	69	35	-	-	10	524
Salem	35	178	93	-	-	-	72	-	-	-	-	-	373
Somerville	97	346	191	-	3	3	165	207	61	-	-	38	1,111
Springfield	56	904	487	-	13	1	462	459	457	-	-	226	3,068
Taunton	25	230	128	-	2	-	72	95	69	-	-	16	637
Waltham	28	257	92	-	2	-	97	191	43	-	-	21	751
Westfield	8	115	54	1	2	-	68	63	46	-	-	27	384
Woburn	20	104	47	-	1	1	34	29	52	-	-	24	312
Worcester	146	945	373	6	23	2	623	606	224	2	-	333	3,285

\*Includes 13,247 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOWNS	490	4,065	2,501	4	41	2	1,208	1,105	953	1	1	572	10,943
Abington	3	11	2	-	-	-	4	-	-	-	-	-	20
Acton	-	5	3	-	-	-	-	-	-	-	-	-	8
Acushnet	-	38	52	-	-	-	8	2	7	-	-	-	107
Adams	3	26	11	-	2	-	2	-	-	-	-	-	44
Agawam	1	34	25	-	-	-	3	5	15	-	-	35	118
Amesbury	6	27	16	-	1	-	6	-	-	-	-	-	56
Amherst	-	-	1	-	-	-	3	-	-	-	-	-	4
Andover	5	41	14	-	-	-	1	-	-	-	-	-	61
Arlington	29	195	106	1	3	-	81	138	124	-	1	28	706
Ashburnham	-	-	1	-	-	-	1	-	-	-	-	-	2
Ashby	-	-	-	-	-	-	1	-	-	-	-	-	1
Ashland	-	12	3	-	-	-	1	-	-	-	-	-	16
Athol	7	28	14	-	-	-	6	-	-	-	-	-	55
Auburn	-	1	4	-	-	-	1	-	-	-	-	-	6
Avon	1	2	-	-	-	-	1	-	-	-	-	-	4
Ayer	1	8	12	-	-	-	-	-	-	-	-	-	21
Barnstable	2	21	10	-	-	-	8	-	-	-	-	-	41
Barre	-	-	-	-	-	-	2	-	-	-	-	-	2
Bedford	2	9	1	-	-	-	-	-	-	-	-	-	12
Bellingham	-	1	2	-	-	-	1	-	-	-	-	-	4
Belmont	6	64	35	-	-	-	5	19	69	-	-	7	205
Berkley	-	-	-	-	-	-	1	-	-	-	-	-	1
Berlin	-	-	-	-	-	-	1	-	-	-	-	-	1
Billerica	16	60	24	-	1	-	30	20	5	-	-	24	180
Blackstone	-	-	4	-	-	-	2	-	-	-	-	-	6
Blandford	-	-	-	-	-	-	1	-	-	-	-	-	1
Bolton	-	-	1	-	-	-	-	-	-	-	-	-	1
Bourne	-	16	14	-	-	-	3	-	-	-	-	-	33
Boylston	-	-	-	-	-	-	1	-	-	-	-	-	1
Braintree	7	42	48	-	-	-	5	31	66	-	-	40	239
Brewster	-	-	-	-	-	-	1	-	-	-	-	-	1
Bridgewater	-	13	4	-	-	-	2	-	-	-	-	-	19
Brimfield	-	-	-	-	-	-	2	-	-	-	-	-	2
Brookline	79	305	186	1	7	-	141	231	102	-	-	51	1,103
Buckland	-	-	1	-	-	-	-	-	-	-	-	-	1
Burlington	1	33	44	-	-	2	22	4	15	-	-	25	146
Canton	2	35	21	-	-	-	3	-	-	-	-	-	61
Carver	-	-	1	-	-	-	1	-	-	-	-	-	2
Charlton	-	1	1	-	-	-	1	-	-	-	-	-	3
Chatham	-	-	-	-	-	-	1	-	-	-	-	-	1



NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Chelmsford	7	20	12	-	-	-	6	-	-	-	-	-	45
Cheshire	-	-	1	-	-	-	-	-	-	-	-	-	1
Chester	-	-	-	-	-	-	2	-	-	-	-	-	2
Chilmark	-	-	1	-	-	-	-	-	-	-	-	-	1
Clinton	2	36	23	-	-	-	4	-	-	-	-	-	65
Cohasset	3	34	31	-	1	-	1	-	-	-	-	-	70
Concord	-	2	1	-	-	-	-	-	-	-	-	-	5
Dalton	-	2	2	-	-	-	4	-	-	-	-	-	8
Danvers	5	47	29	-	-	-	6	-	-	-	-	-	87
Dartmouth	-	22	31	-	1	-	2	2	2	-	-	-	60
Dedham	14	73	27	-	-	-	3	33	8	-	-	-	159
Dennis	-	-	-	-	1	-	2	-	-	-	-	-	3
Dighton	-	-	-	-	-	-	1	-	-	-	-	-	1
Douglas	-	1	-	-	-	-	-	-	-	-	-	-	1
Dover	-	-	2	-	-	-	-	-	-	-	-	-	2
Dracut	1	-	3	-	-	-	4	-	-	-	-	-	8
Dudley	-	4	2	-	-	-	2	-	-	-	-	-	8
Duxbury	1	4	3	-	-	-	3	-	-	-	-	-	11
East Bridgewater	-	1	-	-	-	-	1	-	-	-	-	-	2
Eastham	-	-	-	-	-	-	1	-	-	-	-	-	1
Easthampton	6	34	32	-	-	-	4	10	6	-	-	-	92
East Longmeadow	-	10	2	-	-	-	-	-	-	-	-	-	12
Easton	-	10	5	-	-	-	3	-	-	-	-	-	18
Edgartown	-	2	3	-	-	-	-	-	-	-	-	-	5
Essex	-	-	1	-	-	-	-	-	-	-	-	-	1
Fairhaven	1	19	82	-	-	-	29	8	36	-	-	12	187
Falmouth	4	38	14	-	-	-	4	-	1	-	-	-	61
Foxborough	2	5	3	-	-	-	3	-	-	-	-	-	13
Framingham	12	93	47	-	-	-	14	-	-	-	-	-	166
Franklin	2	26	23	-	1	-	15	17	11	1	-	5	101
Freetown	-	-	1	-	-	-	2	-	-	-	-	-	3
Goshen	-	-	1	-	-	-	-	-	-	-	-	-	1
Grafton	-	-	-	-	-	-	2	-	-	-	-	-	2
Great Barrington	-	4	6	-	-	-	5	-	-	-	-	-	15
Greenfield	1	42	21	1	-	-	5	-	-	-	-	-	72
Groveland	-	-	-	-	-	-	2	-	-	-	-	-	2
Hadley	-	-	4	-	-	-	-	-	-	-	-	-	4
Halifax	-	-	-	-	-	-	1	-	-	-	-	-	1
Hamilton	-	1	1	-	-	-	-	-	-	-	-	-	2
Hanover	2	-	1	-	-	-	2	-	-	-	-	-	5



TOWNS (Continued)[illegible]

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Montague	-	5	7	-	-	-	2	-	-	-	-	-	14
Montgomery	-	-	-	-	-	-	1	-	-	-	-	-	1
Nahant	1	12	10	-	-	-	-	-	-	-	-	-	23
Nantucket	-	7	6	-	-	-	2	-	-	-	-	-	15
Natick	8	88	21	-	-	-	4	-	-	-	-	-	121
Needham	12	55	23	-	-	-	6	-	-	-	-	-	96
New Braintree	-	-	-	-	-	-	1	-	-	-	-	-	1
Norfolk	-	-	-	-	-	-	1	-	-	-	-	-	1
North Andover	5	36	14	-	-	-	1	8	38	-	-	20	122
North Attleboro	4	45	28	-	-	-	4	-	-	-	-	-	81
Northborough	-	-	-	-	-	-	2	-	-	-	-	-	2
Northbridge	-	24	19	-	-	-	2	-	-	-	-	-	45
Northfield	-	-	-	-	-	-	2	-	-	-	-	-	2
North Reading	-	-	3	-	-	-	2	-	-	-	-	-	5
Norton	-	1	2	-	-	-	1	-	-	-	-	-	4
Norwell	-	-	-	-	-	-	2	-	-	-	-	-	2
Norwood	23	80	56	-	3	-	50	61	43	-	-	7	323
Oak Bluffs	-	2	1	-	-	-	3	-	-	-	-	-	6
Orange	-	6	1	-	-	-	-	-	-	-	-	-	7
Orleans	-	-	-	-	-	-	1	-	-	-	-	-	1
Oxford	-	2	-	-	-	-	4	-	-	-	-	-	6
Palmer	-	13	10	-	-	-	2	-	-	-	-	-	25
Paxton	-	1	1	-	-	-	-	-	-	-	-	-	2
Pelham	-	-	-	-	-	-	1	-	-	-	-	-	1
Pembroke	-	-	2	-	1	-	1	-	-	-	-	-	4
Pepperell	-	-	-	-	-	-	2	-	-	-	-	-	2
Plainville	-	-	-	-	-	-	1	-	-	-	-	-	1
Plymouth	3	33	28	-	1	-	8	-	-	-	-	-	73
Princeton	-	-	-	-	-	-	1	-	-	-	-	-	1
Provincetown	-	7	4	-	-	-	1	-	-	-	-	-	12
Randolph	4	52	50	-	2	-	35	12	17	-	-	9	181
Raynham	-	-	-	-	-	-	1	-	-	-	-	-	1
Reading	3	19	9	-	-	-	5	-	-	-	-	-	36
Rochester	-	-	-	-	-	-	1	-	-	-	-	-	1
Rockland	1	25	14	-	-	-	3	-	-	-	-	-	43
Rockport	-	12	7	-	-	-	3	-	-	-	-	-	22
Rutland	-	-	2	-	-	-	1	-	-	-	-	-	3
Salisbury	-	-	1	-	-	-	1	-	-	-	-	-	2
Sandwich	-	-	-	-	-	-	1	-	-	-	-	-	1
Saugus	11	68	37	-	2	-	28	20	19	-	-	41	226



NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Scituate	6	51	43	-	-	-	3	-	-	-	-	-	103
Seekonk	-	1	2	-	-	-	2	-	-	-	-	-	5
Sharon	-	8	8	-	-	-	1	-	-	-	-	-	17
Shirley	-	1	-	-	-	-	-	-	-	-	-	-	1
Shrewsbury	1	75	56	-	1	-	45	36	28	-	-	27	269
Shutesbury	-	-	-	-	-	-	1	-	-	-	-	-	1
Somerset	-	-	5	-	-	-	4	-	-	-	-	-	9
Southampton	-	-	-	-	-	-	1	-	-	-	-	-	1
Southborough	-	-	-	-	-	-	2	-	-	-	-	-	2
Southbridge	2	30	24	-	-	-	3	-	-	-	-	-	59
South Hadley	2	24	16	-	-	-	2	12	6	-	-	-	62
Spencer	1	11	3	-	-	-	1	-	-	-	-	-	16
Sterling	-	-	-	-	-	-	1	-	-	-	-	-	1
Stockbridge	-	-	-	-	-	-	1	-	-	-	-	-	1
Stoneham	4	95	44	-	-	-	5	32	30	-	-	3	213
Stoughton	2	25	15	-	1	-	3	-	-	-	-	-	46
Stow	-	-	-	-	-	-	2	-	-	-	-	-	2
Sturbridge	-	1	-	-	-	-	1	-	-	-	-	-	2
Sudbury	-	16	8	-	-	-	2	-	-	-	-	-	26
Sutton	-	-	-	-	-	-	2	-	-	-	-	-	2
Swampscott	4	52	41	-	-	-	5	21	13	-	-	-	137
Swansea	-	-	2	-	-	-	3	-	-	-	-	-	5
Tewksbury	-	3	-	-	-	-	2	-	-	-	-	-	5
Tisbury	-	-	3	-	-	-	2	-	-	-	-	-	5
Townsend	-	-	-	-	-	-	1	-	-	-	-	-	1
Tyngsborough	-	2	1	-	-	-	2	-	-	-	-	-	5
Upton	-	-	1	-	-	-	3	-	-	-	-	-	4
Uxbridge	-	10	8	-	-	-	1	-	-	-	-	-	19
Wakefield	4	62	34	-	-	-	6	-	-	-	-	-	106
Walpole	1	16	6	-	-	-	2	-	-	-	-	-	25
Ware	-	12	12	-	-	-	2	-	-	-	-	-	26
Wareham	-	20	19	-	-	-	7	-	-	-	-	-	46
Warren	-	-	-	-	-	-	1	-	-	-	-	-	1
Watertown	34	178	73	-	1	-	78	109	68	-	-	11	552
Wayland	-	-	1	-	-	-	3	-	-	-	-	-	4
Webster	2	28	18	-	-	-	4	-	-	-	-	-	52
Wellesley	1	59	26	-	-	-	6	-	-	-	-	-	92
Wellfleet	-	-	-	-	-	-	1	-	-	-	-	-	1
Westborough	-	2	-	-	-	-	2	-	-	-	-	-	4
West Boylston	-	-	2	-	-	-	-	-	-	-	-	-	2
West	-	-	-	-	-	-	-	-	-	-	-	-	-
Bridgewater	-	6	6	-	-	-	3	-	-	-	-	-	15
West Brookfield	-	-	-	-	-	-	1	-	-	-	-	-	1
Westford	-	-	2	-	-	-	2	-	-	-	-	-	4
West Hampden	-	-	-	-	-	-	1	-	-	-	-	-	1
Westminster	-	-	-	-	-	-	1	-	-	-	-	-	1



NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Weston	2	10	7	-	-	-	-	2	-	-	-	-	21
Westport	-	-	-	1	-	5	-	-	-	-	-	-	6
West													
Springfield	9	139	60	-	3	-	74	37	52	-	-	82	456
Westwood	2	17	18	-	-	-	2	-	-	-	-	-	39
Weymouth	12	145	41	-	-	-	12	87	34	-	-	46	377
Whitman	-	10	8	-	-	-	5	-	-	-	-	-	23
Wilbraham	-	-	-	-	-	-	1	-	-	-	-	-	1
Williamsturg	-	-	1	-	-	-	-	-	-	-	-	-	1
Williamstown	-	1	-	-	-	-	3	-	-	-	-	-	4
Wilmington	1	31	10	-	-	-	1	-	-	-	-	-	43
Winchendon	-	12	2	-	2	-	1	-	-	-	-	-	17
Winchester	4	45	27	-	-	-	3	-	-	-	-	-	79
Winthrop	12	82	44	-	1	-	39	34	24	-	-	15	251
Wrentham	-	6	6	-	-	-	2	-	-	-	-	-	14
Yarmouth	-	2	-	-	-	-	2	-	-	-	-	-	4

WELFARE

DISTRICTS	-	6	3	-	1	-	63	-	-	-	-	-	73
Bay Path	-	-	-	-	-	-	1	-	-	-	-	-	1
Belchertown-													
Granby	-	-	-	-	-	-	2	-	-	-	-	-	2
Central													
Berkshire	-	-	-	-	-	-	2	-	-	-	-	-	2
Central Essex	-	-	-	-	1	-	4	-	-	-	-	-	5
Central													
Franklin	-	-	-	-	-	-	1	-	-	-	-	-	1
Dover-Sherborn	-	-	-	-	-	-	1	-	-	-	-	-	1
Eastern													
Berkshire	-	-	-	-	-	-	3	-	-	-	-	-	3
Eastern													
Franklin	-	-	1	-	-	-	5	-	-	-	-	-	6
Manchester-													
Wenham	-	1	-	-	-	-	2	-	-	-	-	-	3
Nashoba	-	-	-	-	-	-	4	-	-	-	-	-	4
Newbury-Rowley	-	1	-	-	-	-	2	-	-	-	-	-	3
Northern													
Berkshire	-	-	1	-	-	-	3	-	-	-	-	-	4
Northern													
Franklin	-	-	1	-	-	-	1	-	-	-	-	-	2
Northern													
Middlesex	-	1	-	-	-	-	2	-	-	-	-	-	3
Northern													
Worcester	-	2	-	-	-	-	3	-	-	-	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE						LABOR SERVICE					TOTAL
	Male			Female			Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

WELFARE  
DISTRICTS (Continued)

Pentucket	-	-	-	-	-	-	2	-	-	-	-	2
Quaboag	-	1	-	-	-	-	2	-	-	-	-	3
Southeast	-	-	-	-	-	-	-	-	-	-	-	-
Hampden	-	-	-	-	-	-	3	-	-	-	-	3
Southeastern	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	2	-	-	-	-	2
Southern	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	2	-	-	-	-	2
Southern	-	-	-	-	-	-	-	-	-	-	-	-
Franklin	-	-	-	-	-	-	4	-	-	-	-	4
Southwick-	-	-	-	-	-	-	-	-	-	-	-	-
Granville	-	-	-	-	-	-	2	-	-	-	-	2
Takemmy	-	-	-	-	-	-	2	-	-	-	-	2
Wachusett	-	-	-	-	-	-	3	-	-	-	-	3
Western	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	1	-	-	-	-	1
Western	-	-	-	-	-	-	-	-	-	-	-	-
Franklin	-	-	-	-	-	-	2	-	-	-	-	2
Western	-	-	-	-	-	-	-	-	-	-	-	-
Hampshire	-	-	-	-	-	-	2	-	-	-	-	2

NUMBER OF EMPLOYEES FOR YEAR ENDING NOVEMBER 30

TEN YEAR COMPARATIVE TABLE

Year	Commonwealth	Cities	Towns	Welfare Districts	Totals
1958	35,460	48,727	10,943	73	95,203
1957	32,753	48,788	10,334	72	91,947
1956	30,742	49,283	9,740	62	89,827
1955	30,988	48,217	9,047	50	88,302
1954	20,205	54,626	8,432	51	83,314
1953	20,190	54,705	7,582	43	82,520
1952	20,232	54,373	8,339	29	82,973
1951	20,281	53,347	7,886	18	81,532
1950	17,996	50,070	7,305	2	75,373
1949	16,658	47,212	6,661	-	70,531